

This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

- + Make non-commercial use of the files We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.
- + Refrain from automated querying Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.
- + Maintain attribution The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.
- + Keep it legal Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

About Google Book Search

Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at http://books.google.com/











SECOND BIENNIAL REPORT

OF THE

State Civil Service Commission

OF WISCONSIN

FROM

December, 1906, to July, 1908, inclusive.



MADISON, WIS.

DEMOCRAT PRINTING COMPANY, STATE PRINTER
1908



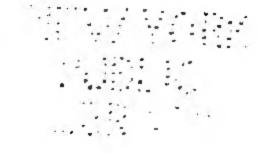
SECOND BIENNIAL REPORT

OF THE

State Civil Service Commission

OF WISCONSIN

FROM



December, 1906, to July, 1908, inclusive.



MADISON, WIS.

1) EMOCRAT PRINTING COMPANY, STATE PRINTER
1908

OWALSERVICE COMMISSIONERS. 441446 ----

OTTO GAFFIN, President, Plymouth.

THOMAS J. CUNNINGHAM, Chippewa Falls.

C. E. BUELL, Madison.

SPERRY AND CHIEF EXAMINER

F. E. DOTY, Madison.

CHIEF CLERK,

FRANK L. FAWCETT.

ASSISTANT EXAMINER,

HENRY S. KNIGHT.

STENOGRAPHER,

CAROLINE B. GREIG.

TABLE OF CONTENTS.

	Page
Names of commissioners, officers and local examiners	ii–viii
PART I.	
Report of Civil Service Commission	3-25
PART II.	
Minutes of the meetings of the Commission	26-60
Amendments to Civil Service rules and regulations	
PART III.	
Statistics of examination	74-75
Statistics of appointments, removals, re-instatements and pro-	
motions	76-95
Expenditures of Civil Service Commission	96 -101
PART IV.	
Opinions of the Attorney General	104-178
Court decisions	179–183
PART V.	
The Civil Service Law	184-209
PART VI.	
Rules and regulations of the Civil Service Commission	212-246
PART VII.	
Roster of employees to July, 1908	248 286

	•			
	•			
·				
			·	
•				

DIRECTORY OF LOCAL EXAMINERS.

County.	Examination Center.	Local Examiner.	Post Office,
Adams	Friendship	J. P. Lewis	Friendship.
Ashland	Ashland	J. T. Hooper Carl Rudquist W. S. Cate	Ashland. Ashland. Ashland.
Barron	Barron	C. W. Meadows. Geo. M. Snodgrass M. S. Hines	Barron. Barron. Rice Lake.
Bay field	Washburn	A. M. Worden	Washburn. Washburn.
Brown	Green Bay	Timothy Burke	Green Bay. Green Bay.
Buffalo	Alma	Robert Lees	Alma. Alma.
Burnett	Grantsburg	Mabel Ahlstrom	Grantsburg. Grantsburg.
Calumet	j	A. M. Morrissey	Chilton. Chilton.
Chippewa	Chippewa Falls .		Chippewa Falls. Chippewa Falls. Chippewa Falls.
Clark	Neillsville	G. E. Crothers F. W. Draper Charles F. Grow	Niellsville. Neillsville. Neillsville.
Columbia	Portage	W. G. Clough J. E. Jones Dr. A. Kellogg	Portage. Portage. Portage.
	Columbus	Fred Thompson	Columbus, Columbus, Rio,
Trawford	Prairie du Chien	Graves & Earl	Prairie du Chien
Pane	Madison	•••••••••••••••••••••••••••••••••••••••	
alge	Juneau	Oscar II. Bauer	Juneau. Juneau.
·斯作	Sturgeon Bay	Charles G. Stangle	Sturgeon Bay. Sturgeon Bay.
ouglas	Superior	A. D. S. Gillette	Superior. Superior.
արըը,	Menomonie	George Works	Menomonie,

DIRECTORY OF LOCAL EAXMINERS - Continued.

County.	Examination Center.	Locai Examiner.	Post Office.
Eau Claire	Eau Claire	W. H. Schulz	: Eau Claire.
Florence		G. C. Young	
Fond du Lac	Fond du Lac	F. W. Chadbourne	· Fond du Lac.
	Waupun	Dr. T. M. Welch F. L. Whitney	Waupun. Waupun.
Forest	Grandon	II. A. Kamm Samuel Shaw John Masbaum	Crandon.
Grant	 Platteville 	J. A. Wilgus. John T. Wilkinson S. E. Smalley	' Platteville.
	Lancaster	E. B. Goodsell	Lancaster.
Green	Monroe	J. C. Penn W. F. Trukenbroed J. L. Sherron	Monroe.
Green Lake		S. G. Potter Geo. V. Kelley John J. Wood	Princeton.
Iowa	Dodgeville	T. E. Bray	Dodgeville.
Iron	Hurley	William D. Tyler Matt. Connor	
Jackson	Black River Falls	F. B. DellSamuel Lund	
Jefferson	Jefferson	John Haselwood. A. M. Webb. Dr. J. V. Stevens.	Jefferson.
Juneau	Mauston	M. L. Bunnell	Mauston. Elroy. Mauston.
Kenosha	Kenosha	W. J. Hoching	Kenosha. Kenosha. Kenosha.
Kewaunee	Kewaunee	Joseph J. Schultz	Kewaunee. Kewaunee. Kewaunee.
La Crosse	La Crosse	Harry Spence. F. H. Fowler. Frank Winter	La Crosse. La Crosse. La Crosse.
La Fayette	Darlington	W. G. Mase	Darlington.

DIRECTORY OF LOCAL EXAMINERS—Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Langlade	Antigo	C. O. Marsh T. W. Hogan.	Antigo. Antigo.
Lincoln	Merrill	Supt. D. E. Roberts	Merrill.
Manitowor	Manitowoc	J. F. Taugher. Archie Nash. William Rathsack.	Manitowoc.
Marathon	Wausau	Anton Mehl	 Wausau. Wausau.
Marinette	Marinette	G. H. Landgraf Elmer Grimmer C. R. Johnston	Marinette. Marinette. Marinette.
Marquette	Montello	A. J. Barry J. H. Wheelock M. G. Ellison	Montello. Westfield. Montello.
Milwaukee	Milwaukce	Patrick Donnelly	Milwaukee. Milwaukee.
Monroe	Sparta	R. B. McCoy I. B. Davies H. J. Skinner	Sparta.
Conto	Oconto	L. C. Harvey	
O ieida	Rhinelander	F. A. Lowell W. C. Orr W. V. Reed	Rhinelander. Rhinelander. Rhinelander.
Cutazanie	Appleton	Charles W. Treat	Appleton. Appleton. Appleton.
Orankee	Port Washington	A. A. Blandin	Pt. Washington. Pt. Washington. Pt. Washington.
Pepin	Durand	Fannie Spooner	Durand.
Progression of the second	Ellsworth	A. J. Ingli R. D. Morton Wm. W. Clark	Ellsworth.
P.,	St. Croix Falls	C. W. Monty C. W. Staples Dr. F. W. Walker	Osceola.
Portage	Stevens Point	F. K. Sechrist A. E. Bourn Henry Finch	Stevens Point.
Processian	Phillips	E. W. Murray Charles E. Tobey Nathan Lane	Phillips.
Rieman	Racine	E. M. Blackhurst	Racine.
Ri dand	Richland Center.	A. Thompson	Richland Center. Richland Center. Richland Center.

DIRECTORY OF LOCAL EXAMINERS -Continued.

County.	Examination Center.	Læal Examiner.	Post Office.
Rock	Janesville	John Arbuthnot	Janesville.
Rusk	Ladysmith	W. N. Mackin. F. E. Munroe Grover Feist.	Ladysmith.
St. Croix	Hudson	Louis Blegen	Hudson. Hudson.
Sauk		R. B. Griggs. G. F. Snyder. C. H. Evenson.	, Reedsburg.
Sauk	Spring Green	Bern. McNulty Thomas King	Spring Green. Spring Green.
Sawyer	. Hayward	William A. Light	Hayward. Hayward.
Shawano	Shawano	L. D. Roberts. H. W. Partlow O. O. Weigand	Shawano. Shawano. Shawano.
Sheboygan	. Sheboygan	H. F. Leverenz. Theo. Dieckmann. J. C. Elfers.	Sheboygan. Sheboygan. Sheboygan.
Taylor	. Medford	G. W. Adams	Medford. Medford.
Trempealeau	•	P. H. Johnson E. J. Brovold J. I. Dewey	'Ettrick.
Vernon	1	H. L. Gardner Frank Graves J. Henry Bennett	Virogua.
Vilas	j E	Grant Cook James Morgan A. J. Austin	Eagle River.
Wa'worth	Elkhorn	John G. Voss	Eikhorn. Elkhorn.
Washburn		Wm. Kloster. J. M. Smith. J. H. Shields.	Shell Lake.
Washington		F. W. Bucklin. D. F. McLane. W. R. Rix	West Bend.
Waukesia e	1	S. B. Ray. E. W. Malone. D. J. Hemlock.	Waukesha.
Waupaca	. Waupaca	C. M. Boyles. W. E. Fisher. Charles Stinchfield.	Waupaca.
Waushara	. Wautoma	G. M. Byse	Wautoma. Wild Rose.
Winnebago	Oshkosh	B. Mack Dresden C. M. Perry D. W. Fernandez	Oshkosh
Wood	. Grand Rapids	M. H. Jackson C. S. Vedder J. W. Conway.	Grand Rapids. Marshfield. Grand Rapids.

PART I.

Report of the Civil Service Commission.

	•			
	•			
-				
			• •	

DIRECTORY OF LOCAL EXAMINERS.

County.	Examination Center.	Local Examiner.	Post Office.
Adams	Friendship	J. P. Lewis	Friendship.
Ashland	Ashland	J. T. Hooper Carl Rudquist W. S. Cate	Ashland. Ashland. Ashland.
Barron	Barron	C. W. Meadows. Geo. M. Snodgrass M. S. Hines	Barron. Barron. Rice Lake.
Bayfield	Washburn	A. M. Worden M. C. Lincoln	Washburn. Washburn.
Brown	Green Bay	Timothy Burke	
Buffalo	Alma	Robert Lees	Alma. Alma.
Burnett	Grantsburg	Mabel Ahlstrom	Grantsburg. Grantsburg.
Calumet	Chilton	A. M. Morrissey	Chilton. Chilton.
Chippewa	Chippewa Falls .	M. S. Bailey P. T. Favell G. W. Schwartz	Chippewa Falls. Chippewa Falls. Chippewa Falls.
Clark	Neillsville	G. E. Crothers	Neillsville.
Columbia	Portage	W. G. Clough J. E. Jones Dr. A. Kellogg	Portage. Portage. Portage.
	Columbus	Fred Thompson	
Crawford	Prairie du Chien	Graves & Earl	Prairle du Chien
Dane	Madison		
Dodge	Juneau	Oscar H. Bauer	Juneau. Juneau.
Door	Sturgeon Bay	Charles G. Stangle	Sturgeon Bay. Sturgeon Bay.
Douglas	Superior	A. D. S. Gillette	Superior. Superior.
Dunn	Menomonie	George Works. John Kelley. E. B. Hill.	Menomonie.

DIRECTORY OF LOCAL EAXMINERS Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Eau Claire	Eau Claire	W. H. Schulz	
Florence	Florence	G. C. Young Frank Warring	Florence, Florence,
Fond du Lac	Fond du Lac	F. W. Chadbourne William Wilson D. O. Williams	Fond du Lac. Fond du Lac. Fond du Lac.
•••••	Waupun	Dr. T. M. Welch F. L. Whitney	Waupun. Waupun.
Forest	Grandon	H. A. Kanım Samuel Shaw John Masbaum	Crandon. Crandon. N. Crandon.
Grant	Platteville	J. A. Wilgus. John T. Wilkinson S. E. Smalley	Platteville. Platteville. Cuba City.
! !	Lancaster	E. B. Goodsell. W. A. Johnson. J. C. Brockert.	Lancaster. Lancaster. Lancaster.
Green	Monroe	J. C. Penn W. F. Trukenbroed J. L. Sherron	Monroe. Monroe. Monroe.
Green Lake	Green Lake	S. G. Potter Geo. V. Kelley John J. Wood	Princeton.
lowa		T. E. Bray Aldro Jenks R. L. Joiner	Dodgeville.
Iron	Hurley	William D. Tyler Matt. Connor	Hurley. Hurley.
Jackson	Black River Falls	F. B. DellSamuel Lund	Black River Fall Black River Fall
Jefferson	Jefferson	John Haselwood	Jefferson Jefferson. Jefferson.
Juneau	Mauston	M. L. Bunnell	Mauston. Elroy. Mauston.
Kenosha	Kenosha	W. J. Hoching. John C. Slater Albert Buckmaster	Kenosha. Kenosha. Kenosha.
Kewaunee	Kewaunee	Joseph J. Schultz. John M. Borgman Joseph Jirtel	Kewaunee. Kewaunee. Kewaunee.
La Crosse	La Crosse	Harry Spence. F. H. Fowler. Frank Winter.	La Crosse. La Crosse. La Crosse.
La Fayette		W. G. Mase Daniel McConnell	Darlington.

DIRECTORY OF LOCAL EXAMINERS--Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Langlade	Antigo	C. O. Marsh	Antigo. Antigo.
Lincoln	Merrill	Supt. D. E. Roberts	Merrill. Merrill. Merrill.
Manitowoc	Manitowoc	J. F. Taugher. Archie Nash. William Rathsack.	Manitowoc. Manitowoc. Manitowoc.
Marathon	Wausau	Anton Mehl	Wausau. Wausau.
Marinette	Marinette	G. H. Landgraf Elmer Grimmer C. R. Johnston	Marinette. Marinette. Marinette.
Marquette	Montello	A. J. Barry. J. H. Wheelock. M. G. Ellison.	Montello. Westfield. Montello.
Milwaukee	Milwaukee	Patrick Donnelly	Milwaukee. Milwaukee.
Monroe	Sparta	R. B. McCoy	Sparta. Sparta. Sparta.
Oconto	Oconto	L. C. Harvey W. H. Young Fred Shedler	Oconto. Oconto. Oconto.
Oneida	Rhinelander	F. A. Lowell	Rhinelander.
Outagamie	Appleton	Charles W. Treat	Appleton.
Ozaukee	Port Washington	A. A. Blandin E. R. Smith J. E. Uselding	Pt. Washington.
Pepin	Durand	Fannie Spooner. W. B. Newcomb C. A. Ingram	
Pierce	Elisworth	A. J. Ingli R. D. Morton Wm. W. Clark	Ellsworth.
Polk	St. Croix Falls	C. W. Monty C. W. Staples Dr. F. W. Walker	Osceola.
Portage	Stevens Point	F. K. Sechrist A. E. Bourn Henry Finch	Stevens Point.
Price	Phillips	E. W. Murray Charles E. Tobey Nathan Lane	Phillips. Phillips. Phillips.
Racine	Racine	E. M. Blackhurst	Racine.
Richland	Richland Center.	A. Thompson	Richland Center. Richland Center. Richland Center.

DIRECTORY OF LOCAL EXAMINERS --Continued.

County.	Examination Center.	Local Examiner.	Post Office.
Rock	Janesville	John Arbuthnot	Janesville. Janesville. Janesville.
Rusk	Ladysmith	W. N. Mackin. F. E. Munroe. Grover Feist.	Ladysmith. Ladysmith. Murry.
St. Croix	Hudson	Louis Blegen	Hudson. Hudson.
Sauk	Baraboo	R. B. Griggs G. F. Snyder. C. H. Evenson.	Baraboo. Reedsburg. Baraboo.
Sauk	Spring Green	Bern. McNulty Thomas King	Spring Green. Spring Green.
Sawyer	Hayward	William A. LightR. J. Hennessey	Hayward. Hayward.
Shawano	Shawano	L. D. Roberts	Shawano. Shawano. Shawano.
Sheboygan	Sheboygan	H. F. Leverenz Theo. Dieckmann J. C. Elfers	Sheboygan. Sheboygan. Sheboygan.
Taylor	Medford	G. W. Adams	Medford. Medford.
Trempealeau	Whitehall	P. H. Johnson. E. J. Brovold. J. I. Dewey	
Vernon	į.	II. L. Gardner Frank Graves J. Henry Bennett	Virajua.
Vilas	Eagle River	Grant Cook	Eagle River.
Walworth	Elkhorn	John G. Voss	
Washburn	Shell Lake	Wm. Kloster. J. M. Smith. J. H. Shields.	Shell Lake.
Washington	West Bend	F. W. Bucklin	¹ West Bend.
Waukesa i	Waukesha -	S. B. Ray E. W. Malone D. J. Hemlock	; Waukesha.
Waupaca	. Waupaca	C. M. Boyles. W. E. Fisher. Charles Stinchfield	Waupaca.
Waushara	. Wautoma	G. M. Byse T. H. Patterson	Wautoma. Wild Rose.
Winnebago	. Oshkosh	B. Mack Dresden C. M. Perry D. W. Fernandez	Oshkosh.
Wood	1	M. H. Jackson C. S. Vedder J. W. Conway	Marshfield.

PART I.

Report of the Civil Service Commission.



REPORT OF THE CIVIL SERVICE COMMIS-SION.

Madison, Wis., Nov. 20, 1908.

To The Governor:

In accordance with the requirements of law, the Civil Service Commission submits the following as its second biennial report:

CLASSIFICATION.

The civil service law divides the entire service of the state into the classified and the unclassified service; the unclassified service is not under the jurisdiction of the Civil Service Comcussion, and includes.

Unclassified service

	17081(10	1118
In the University		
In normal schools		
In all other departments		
The total number of posit	ions being	

This service cost the state during the year ending July, 1908 approximately, \$900,000.

Classified service

The classified service of the state includes all positions in the exempt class, labor class, non-competitive class, competitive class, and legislative employees class. There are in this class 1.400 positions; this service cost the state for the year ending July. 1908. a little more than \$1,000,000.

That	1 20 24 24	Maria	includes
I HG	exempe	CUISS	includes,

	$\mathbf{P}_{\mathbf{C}}$	osition
In	penal and charitable institutions	19
	the State University	
	all other departments	
	The total number of exempt positions being	75

In all doubtful cases it has been the policy of the commission to retain positions in the competitive class until it has been found by actual trial impracticable to fill them by competitive examination. Of the above enumerated positions the following have been classified by rule as exempt:

Exemptions

xemptions	•
P	ositions
Special agent for the Railroad Commission	1
Examiners for state teachers' certificates, appointed by the	
state superintendent, for occasional service	
Special counsel for the State Dairy and Food Commission	
for occasional service	
Local examiners for the State Civil Service Commission at \$3.00 per day, rendering on the average 3 days of service annually	•
In penal and charitable institutions, the chaplain	
In the University, the registrar	
in the emission, the regional interest in the contract of the	•
The labor class includes,	
P	ositions
In penal and charitable institutions	229
In the University, on the average	
In the Capitol	19
The total number being	308
The competitive class includes.	
${f P}$	ositions
In penal and charitable institutions	
In the University	
In all other departments	

The non-competitive class includes,

	Positions
In penal and charitable institutions	61
In the University	1
In all other departments	17
The total number being	79

The total number being...... 492

Positions classified as non-competitive

The Commission has from time to time classified certain positions as non-competitive where the service was temporary or new or experimental in character.

Two positions as special agent in the Bureau of Labor and Industrial Statistics were so classified for the following reasons:—the compensation was low; the work was of a temporary character; the person selected must have had special training in re-search and statistical work; the investigations were experimental in their nature.

For these reasons it was thought best to leave the appointing officer free to nominate some one to do this work. These appointments were for limited periods of time not to exceed one year.

Two positions as stenographer in the University were temporarily classified as non-competitive, the persons appointed being required to take non-competitive examinations and later to qualify in a competitive examination when such competitive examination was offered. These positions were so classified temporarily to meet an emergency.

The Commission has placed all positions under appointment by the Tax Commission in connection with determining the value of steam and electric railways, in the non-competitive class. This action was taken for the following reasons: The work of determining the value of street railways is new and experimental in character. The service is technical in its nature. Previous experience in connection with the value of steam and electric railways in other states is necessary, and for that reason it will be necessary to appoint some persons not residents of the state, of Wisconsin. The majority of persons thus far appointed for this work are young men, graduates of engineering courses in the University of Wisconsin and in the University of Purdue.

The argument for retaining all of these positions in the non-competitive class is not so strong as was the argument for placing them in that class at the outset. The routine work of the Tax and Railraod Commission in determining the value of steam and electric roads in Wisconsin is now on a fairly well estab-

lished basis, and the various kinds of service to be rendered in connection with this work may now be easily classified and defined. The experts in charge have now had sufficient experience to make it practicable for them to assist in preparing reasonable and suitable tests for competitive selection. It will therefore be the policy of the commission as soon as it is found practicable to do so, to return these positions to the competitive class as vacancies occur beginning with those of a subordinate and clerical nature.

EXAMINATIONS.

The Commission held 107 competitive examinations during the 18 months ending July 1, 1908. During that period 3,547 persons made application for examination. Of this number 3,037 persons appeared for examination and of these 1,561 obtained positions on eligible lists.

These examinations have been successful in varying degrees, the degree of success depending upon the character of the examination submitted, the character of service to be rendered and the compensation offered.

While it will never be possible to reduce the system of selection by examination to an exact science, yet we believe that definite progress has been made, and it is our experience that relative fitness can under normal conditions be determined with reasonable certainty by means of the competitive methods now employed. The objection frequently made that the personal clement cannot be arrived at through written examination is met in all examinations held by this commission by requiring and giving due weight to the statement of personal experience which the applicant makes under oath and by including in such examinations questions which can be answered only by candidates who have had appropriate previous experience. Service methods of selection by examination are in advance of methods usually employed by business men on the one hand, and by colleges and school superintendents on the other. The business man makes his choice depend largely upon the recommendations of friends or business acquaintances, together with

the personal bearing of the applicant. The college makes no specific provision for the personal element in its collegiate examinations and is likely to make its choice of instructors depend almost entirely upon their scholastic attainments, evidenced by degrees obtained resulting from written examinations and theses. Teachers in the public schools qualify by means of scholastic written examinations. Previous experience and the personal element indirectly affect the results in these cases, but few examiners, if any, give a special credit or standing for experience or personal fitness in the certificates issued to teachers.

The Civil Service Commission in its examinations combines the methods of business men with the methods of the college. It gives a distinct and separate credit in examination for successful experience. It gives also a written examination practical in its nature and directed solely to the knowledge that is required in the work to be performed.

To insure certainty in the results of the examination the Commission makes provision for an oral interview between the local examiner and each candidate relative to the candidate's previous experience and personal history. By this means, in rare instances, persons defective in character and habits are detected when all other methods fail. As a rule, such persons would not have had a previous successful experience, and it is generally found that those who have rendered previous satisfactory service possess satisfactory personal qualifications. conclusion reached by the examiner in a personal interview is usually the same conclusion that is reached by examiners who mark the experience papers of candidates. Nevertheless, the Commission, for the purpose of protecting the state, in rare and exceptional cases, and because the oral interview reinforces and strengthens the conclusions reached in the written examination, believes that the oral interview should form a part of every written examination wherever it is practicable to require II.

Relative merit is determined with much more certainty when election in made for some specific position where the requirements or qualifications are of a definite character. It is much

less a problem to select a physician, an attorney, an engineer, or a trained nurse or draughtsman, than to select general clerks. The attorney either knows the law and is successful in its practice or he does not know the law or has been unsuccessful in its practice. A physician either knows medicine and is successful in its practice or he does not possess the technical knowledge which may be required, or has been unsuccessful in its practice. Here, the tests are for exact knowledge and skill and for previous successful experience easily discoverable. On the other hand, it has been found necessary thus far in the competitive examinations for the position of clerk, to give tests in a variety of subjects to persons who differ widely in the character of their previous clerical experience. The work of a general clerk is not a profession. The duties are not always clearly defined. The abilities necessary to success are not always easily determined. It is fortunate that the tendency in all of the departments of government is toward specialization. It is unfortunate that this tendency is retarded somewhat by the fact that the various administrative functions of government are distributed to a large number of comparatively small independent departments having too limited a jurisdiction to permit of a high degree of specialization within that jurisdiction.

The Commission has failed to procure a sufficient number of satisfactory applications for certain positions where the compensation is not commensurate with the character of the service to be performed. There are in the three state hospitals for the insane and feeble minded 197 persons employed as attendants. Women attendants receive on an average \$24 a month and maintenance. The men receive on an average \$28.50 per month and maintenance. Changes are frequent. In one month eighty separated from the service in the Northern Hospital at There are on the average nine patients for each Winnebago. attendant employed. The attendant is the only one in the institution who is compelled to be in hourly contact with the While their welfare, of course, depends in general upon the administration of the hospital in which they are confined, their immediate peace of mind depends upon the char-

acter of those who are employed to attend upon their personal needs and who hold a personal and daily relation with them. The service is necessarily depressing, the wages are as low as any laborer in these institutions receives, and insufficient inducement in the way of promotion is given employees to remain in the institution. Nor is there any opportunity offered by the institution in the way of self-improvement such as is offered in certain states where schools for nurses are maintained. Laborers in penal and charitable institutions, when employed for temporary service receive on the average \$1.50 per day and maintenance or about \$40.00 a month and maintenance. gineers, firemen, plumbers, carpenters and painters all receive better compensation than is provided for attendants. these conditions it has been found impracticable to select attendants by competitive written examination. Candidates have been required only to file an application with the Commission giving references and containing a statement of their experience and education. The method has been quite similar to that employed in selecting laborers. Yet with these very mild requirements, an insufficient number of persons has made application. Under the provisions of section 13 heads of penal and charitable institutions are permitted to make appointments when there is no suitable eligible list and nearly all of the attendants positions have been filled under the authority of this section

Low salaries

The compensation offered by the state for certain kinds of service is less than the average wages paid by men in private enterprises. Assistant engineers in penal and charitable institutions receive on the average \$50.00 and maintenance. This is less than the average wage paid by various manufacturing concerns, as shown by the report of the commissioner of labor and industrial statistics. Moreover, the wages paid to assistant engineers are insufficient to bring into the service men having the education and qualifications sufficient to warrant their promotion in the event of a vacancy in the position of chief engineer. The fact that the position of assistant engineer does

not offer opportunity for promotion presents an additional difficulty in the filling of these positions. The Commission has received a sufficient number of applications and has at all times had a sufficient number of suitable persons on its eligible list of engineers, but the wages paid have not been attractive to a majority of them. The Commission has consequently been obliged to hold several examinations for this position during the past eighteen months.

TEMPORARY EMPLOYMENTS.

A statement showing all appointments and separations from the service in all departments, except penal and charitable institutions, will be found in the appendix. The Commission has found it difficult to make this record complete for the reason that officers occasionally fail to give complete information concerning separations, especially in the case of temporary employments. Attention is called to the great number and variety of temporary appointments in the service as shown in the above mentioned statement. The Commission finds little difficulty in securing by competitive examination a sufficient number of competent persons willing to accept steady work at current wages, but the problem becomes more serious in the filling of positions where the service lasts from one to five months. There were more than 150 University students employed in the University during the bi-ennial period just closed under the provision of the rule classifying bona fide students, receiving not to exceed \$25.00 a month, as exempt. The compensation of these students ranges from 15c to 40c an hour in various clerical, labor and technical occupations, as draughtsman, laboratory assistant, etc. The University also employs more than 150 other persons in various temporary employments as draughtsman, clerk, stenographer, laborer, charwoman, berry-The Commission has tried to keep a complete picker, etc. roster of names of all persons thus employed and has, so far as practicable, made certification from eligible lists for such temporary employments. Considering the great number of such employments and the great variety of conditions under which

they have been made, considering also the limited office force of the Civil Service Commission, it is a matter of surprise that there has not been friction arising from errors and misunderstanding between appointing officers and the Civil Service Commission. The work of the Commission would be lightened if these positions were by rule removed from its jurisdiction, but there are ultimate advantages in retaining these positions in the competitive class. Each year the Commission is by experience better prepared to supply help for temporary work as it is needed. Then too, the Commission, under the present arrangement, is enabled to prevent temporary employments from becoming permanent except through the regular competitive channels.

The state can never receive so good service from temporary employees as it receives from those regularly in the service who by experience and training are qualified to undertake the work in hand without waste of time or energy. The percentage of error in the work of new and temporary employees is much larger than is that of persons on the regular pay roll. No matter how efficient he may become, no matter how much promise there is in him, no matter how competent he may have been in some previous employment, a new employee necessarily wastes time in getting himself adjusted to new conditions. former years students were frequently employed for occasional service as clerks in the Capitol. This practice is now almost entirely done away with. Temporary employments in the Capitol have almost entirely ceased except in so far as it may oceasionally be necessary to employ a substitute in the absence of a regular employee. Officers who have had experience before and after the Civil Service law took effect, testify that under the present system there has been a great saving to the state.

The fact that the administrative branch of the government is subdivided into several independent bureaus, commissions and departments, makes it difficult for the state to assign to each of the various employees of the state his proportionate and just share of the work to be done and makes it impossible to secure an equitable adjustment of responsibilities, duties

and salaries. The work of the various departments is not uniform throughout the year. There are periods of stress succeeding periods of comparative inactivity. These periods of stress do not come at the same time of year in the various departments and institutions. Extra work is frequently put upon a department, unforeseen responsibilities and duties are thrust upon officers and employees and all of these emergencies must be met in some way or other. When one department is rushed with work, another may be having a very easy time of it. In any large commercial enterprise there would in that event be a compensatory shifting of the service, and readjustments would be constantly made throughout the various branches of such an institution. But the various departments of the state govcrument are comparatively independent of each other and there is not a community of interests resulting from some central unifying authority. Each commission, board or department looks out for itself both in the matter of securing legislation to provide for exigencies that arise in the department and in the matter of securing employees for the work.

Then there are various technical services to be rendered here and there only occasionally. For example, it would not be practicable for any one department in the Capitol to keep on its pay roll an expert proofreader to read the proof for that department alone. Yet there is enough of this work to be done to keep one such expert employed continuously throughout the year. Certain departments have in the past employed for temporary service some one to do the work of proofreading and indexing important publications. The compensation in such cases is almost invariably higher than it would average for a permanent employee and it cannot be expected that the work will be done as well or as expeditiously, as by one who is making that his business throughout the year. Frequently officers in the Capitol find it necessary to employ expert stenographers for brief periods of time to take hearings. The compensation for such work by the folio is proportionately higher than that received by regular employees. There is a sufficient amount of this work each year to keep two or three expert stenographers continuously employed. Temporary vacancies

sometimes occur in clerical positions as a result of illness, leaves of absence, etc. If one or two competent clerks were constantly available, they could be kept employed almost continuously going from one department to another or receiving overflow work of various departments at some central point. Temporary employments in the Capitol during the year ending July, 1908, of clerks and stenographers cost the state \$4,000. This sum probably could have better been invested in retaining on the staff of the Civil Service Commission or on the staff of some other department an expert proof reader, and two or three competent clerks and stenographers. There was a large number of temporary employments in the University during the same period. The Commission frequently receives urgent calls for stenographers for temporary service and is often unable to certify names, not because there are not names on the eligible list but because competent stenographers are not available for brief periods of time. The result is that public stenographers are employed and are paid high wages by the folio for such work. Of course, if the Commission had in its employ, by authority of law, two or three extra clerks it would probably not even then be able to satisfy all of the urgent demands that might be made, but such arrangement would certainly provide relief in a very large number of instances. Of course, the legislature might increase the appropriations for the various departments in the Capitol, thus enabling them to employ more help; but this would be a very much more expensive arrangement because extra help in many of the departments is needed only occasionally for emergency work.

The Commission has found it impracticable to have suitable eligible lists in readiness for all positions. New positions are from time to time created of which the Commission can have no knowledge until so advised by the proper officer having power of appointment. For certain positions the Commission finds that a more desirable class of candidates appears when it is known that a vacancy actually exists to be filled from the list resulting from the pending examination. To make it a practice to secure an eligible list for a single position which may not be vacant for several years involves what seems like unneces-

sary expense to the state and certain disappointment to successful candidates. But, on the other hand, failure on the part of the Commission to have a suitable eligible list in readiness enables officers to avail themselves of the provisions of section 17 which permits a temporary appointment for a period of not to exceed two months in case the Commission is unable to certify a list of eligible persons.

It is well understood that a temporary appointee to a competitive position gains some advantage over other competitors through the experience which such temporary employment gives him; and his permanent appointment is usually a foregone conclusion provided he succeeds in getting as high as third place on the list.

Whenever by neglecting to inform the Commission promptly of the needs of the service an officer makes it possible to give some favored person the advantage of a temporary appointment, he subjects himself and this Commission to criticism and helps to defeat the true purpose of the law. An alert and progressive administration will naturally tend to reduce the number of such temporary employments. But the Commission can never hope to reduce them to the minimum so long as any officer fails to give notice of the needs of the service at the carliest possible date.

LOCAL REGISTRATION OFFICES.

The Civil Service Law authorizes the Commission to "establish separate labor lists for various localities, institutions and departments." Until late in the year of 1907 no definite steps had been taken to provide such lists. In the meantime many appointments were being made in the penal and charitable institutions to various subordinate and labor positions of persons not registered with the Commission. There being some doubt expressed as to the feasibility of keeping and maintaining satisfactory local lists, Commissioner Cunningham consented to make the experiment at Chippewa Falls before any general policy should be adopted. He gave the Commission free use of the columns of his paper for the purpose of locally advertising the

needs of the service and within a short time was able to report a summent and satisfactory local labor list. The system proved summently successful there to warrant the Commission in establishing a similar local registration once at Osnkosh under the direction of the local board of examiners at that place. We believe the present system of filling labor positions is entirely practicable and reasonable and that we shall find no dimensity in taking care of the service as soon as candidates become familiar with the required procedure.

CERTIFICATION OF PAYROLLS.

The Civil Service Law provides:

"It shall be unlawful for the Secretary of State or other fiscal officer of this state to draw, sign, or issue, or to authorize the drawing, signing or issuing of any warrant on the treasurer or other discursing officer of the state, or for the treasurer or other discursing officer of the state to pay any safary or compensation to any officer, clerk, employee or other person in the classified service of the state, unless an estimate, pay roll or account for such safary or compensation containing the names of every person to be paid, shall bear the certificate of the Civil Service Commission that the persons named in such estimate, pay roll, or account, have been appointed, employed, reinstated, or promoted in pursuance of this act."

From time to time questions have arisen in reference to the exact extent of the application of this provision.

In the case of the bill of J. W. Stone, state game warden, for \$300.00 paid by him to A. C. Titus, assistant attorney-general, for services rendered in compiling the fish and game laws, the attorney-general ruled (see page 174 of this report) that the bill of A. C. Titus or of J. W. Stone did not require the certification of the Civil Service Commission for the reason that the compilation of the fish and game laws was a "contract job." The Commission has assumed that where contracts for employment carry with them the furnishing of material and the performance and completion of work according to specifications, such employments do not fall within the classified service and are not under the jurisdiction of the Civil Service Commission. But usually such contracts are made as a result of competitive bids in the open market. The lump sum is previously named and the contractor undertakes to supply men, machinery and ma-

terials. In the case of large contracts the employments are competitive. The opinion of the attorney general rendered in the Titus case leaves the Commission somewhat in doubt in reference to what constitutes a contract having such distinguishing characteristics as clearly remove it from the classified service.

It is at the present time the practice of some officers to include in their expense accounts claims for money paid out to employees, the names of such employees not appearing in the expense account. It is not believed that officers have thus far made use of this means for the purpose of enabling them to pay employees who have been appointed contrary to the provisions of the Civil Service Law, but the practice makes evasion possible and prevents the Civil Service Commission from having a full and complete record of all employments in the classified service.

REMOVALS.

The Wisconsin Civil Service Law provides:

"No subordinate or employee in the competitive class, non-competitive class or labor class * * * shall be removed * * * except for just cause which shall not be religious or political. In all cases of removal the appointing officer shall at the time of such action, furnish to the subordinate his reasons for the same and allow him a reasonable time in which to make an explanation. The reasons for removal and the answer thereto shall be filed in writing with the commission."

In the case of Wagner vs. Dahl, an action brought by a dismissed employee in the treasury department for reinstatement, the circuit court for Dane County held that under this provision a removed employee has the right to have a jury of twelve men pass upon the question whether he has been removed for just cause. In this case, an account of which is given in the appendix, the attorney-general refused to defend the officer holding that it is just as reasonable for him to defend the removed employee as it is for him to defend the head of a department, and the expense of the trial was borne, not by the state, but by the officer making the removal. The attorney-general has also ruled that this Commission is without power to examine into the justness of removals or to order a reinstatement of an employee unjustly removed.

There is ground for apprehension that the removal clause as now interpreted by the court, joined with the refusal of the attorney-general to represent and defend the heads of state departments in litigation growing out of removals, may have the effect to retain in the service some incompetent and unworthy employees. On the other hand this Commission is of the opinion that no amendment of the law is desirable that would allow the head of a department to arbitrarily dismiss a faithful, efficient employee without giving him an opportunity to be heard in his defense. The problem presented is how to permit the head of a department to remove an incompetent or insubordinate employee if such should be found in the service, without the expense and delay of a jury trial and at the same time to protect competent, efficient, trustworthy employees in their rights. is of prime importance to the state that the standard of service of its employees should be the highest and that incompetent men should not be retained. It is also of importance to the state that those who have proven faithful and worthy should be protected in their tenure. It is to the interest of the head of the department, the employee and the state that the question of the rightfulness of the discharge of the employee be quickly and inexpensively determined. We believe that if the law were amended so as to give the Civil Service Commission jurisdiction to act in the matter, such a hearing could be given without delay and without expense to any of the parties interested.

Our recommendations therefore, in reference to removals are:

- 1. No subordinate or employee in the competitive class, non-competitive class or the labor class, should be removed, discharged or reduced in pay or position because of his religious or political affiliations or opinions, or because of his refusal to make contributions of money or services for political purposes, or for any other political or religious reason.
- 2. That the appointing officer should have power to suspend the employee pending removal, but successive suspensions upon the same charge or complaint should not be made.
 - 3. That before removal is made, the reasons therefor should 2—c. s.

be transmitted in writing to the employee and a reasonable time, not exceeding five days, allowed him in which to make answer thereto in writing.

- 4. The reasons assigned for removal should be stated specifically and should not be mere general allegations of incompetency, neglect of duty, insubordination or immorality.
- 5. That the reasons for removal and the answer thereto, if answer has been made in writing, should forthwith be filed with the Civil Service Commission.
- 6. That upon the filing of such reasons for removal and the answer thereto the Civil Service Commission should be given authority to determine whether the removal is for a cause that will conduce to the betterment of the service, and whether the required procedure has been complied with. The Commission should thereupon forthwith approve or disapprove the order of removal, except that it might, in its discretion, investigate the cause of any removal and if it found that such removal was without just cause, it should refuse to approve the order. But no trial should be had, or examination of witnesses except such as might be ordered by the Commission in the course of such investigation. The decision of the Commission should in all cases be final except that when the dismissed employee should file a verified answer alleging that his removal was for political or religious reasons, either the removing officer or the employee should have the option to have the fact, whether or not such removal was for political or religious reasons, passed upon by a court of competent jurisdiction instead of by the Com-

THE LAW IN RELATION TO THE POSITION OF GAME WARDEN.

Section 3 of Rule 11 provides that "In certifying from the eligible list for Deputy Game Warden, Oil Inspector and Deputy Treasury Agents, where the service is confined to a locality, the secretary of the Commision shall, upon the request of the appointing officer, give preference in certification to the persons residing in the district in which the service is required." In accordance with the provisions of this rule, the Commission

holds competitive examinations in and for districts named when request is made for certification, and such examinations are held only when vacancies actually occur. It is the experience of the Commission that more desirable applicants appear for examination when it is known that a vacancy actually exists to be filled as result of such examination.

There has been an understanding with the State Game Warden that temporary appointments will not be made by him under the provisions of Section 17, Par. 1, pending the preparation of an eligible list, but that the filling of the position shall be delayed, if possible, until the Commission is given an opportunity to prepare such list. There is at present no established rule laid down by law or by the State Game Warden determining the boundaries of game warden districts. This condition of affairs leaves the State Game Warden free to define the boundary of the districts in which the examination is to be held at the time the request is made for certification and appointment. This indefinite arrangement may, if it continues, permit evasions of the spirit of the Civil Service Law and render it possible to secure the appointment of persons specially favored by the appointing officer. The Commission believes that no injury to the service would result if the state were by law divided into a minimum number of game warden districts of area in inverse proportion to the amount of fish and game found in such territory, leaving each position to be filled by competitive examination of persons residing within the boundaries of the district, the State Game Warden being left free to make additional appointments, when additional deputies are needed, from an eligible list for the state at large.

Section 1, Chap. 404, Laws of 1905, provides that "Deputy Fish and Game Wardens shall be provided with a commission issued by the State Fish and Game Warden. * * * Such commission shall contain the date on which the term for which said deputy fish and game warden is appointed shall expire." Under this provision of law State Game Wardens have issued commissions to deputies for one and two years and in some instances when commissions have expired, they have not been reissued nor has any notice been filed with the Civil Service

Commission of the removal of such deputies, nor has any notice been filed giving reasons why such commissions were not reissued. It is believed that the term of office named in the commission having expired, the separation of the employee from the service is not technically a dismissal and that, therefore, the Game Warden is not obliged to file his reasons with the Commission or to file any notice of such separation from the service. In order to prevent litigation in reference to this matter, and in order to insure the same protection to deputy game wardens as is given to other employees in the service, it would be well if this law were so amended as to make it mandatory either that the commission shall be reissued immediately upon its expiration or that reasons be submitted for failure to reissue such commission, the same as are required in cases of removal.

OIL INSPECTION DISTRICTS.

The law relating to oil inspection districts leaves it to the State Oil Inspector and Governor to designate the boundaries of such districts. During the past year the State Oil Inspector has, with the consent of the governor, made certain changes eliminating certain districts, reducing the size of some and increasing the area of others. This action has resulted in removing several oil inspectors from office has reduced the income of others and has increased the income of a few. After changing these boundaries, the Oil Inspector has notified the Commission of the reinstatement of certain districts and of the reinstatement of former incumbents. Frequent changes in oil inspection districts are not desirable inasmuch as the means of transportation throughout the state are well established and are likely to remain without much modification. These oil inspection districts might be fixed by law and remain fixed without in any way doing injury to the service. As things now stand there is opportunity for such a gerrymandering of districts as might result in ousting some civil service employees and increasing the compensation of others without going through the forms of law provided for in cases of removal.

THE WORK AND METHOD OF COMPENSATING THE COMMISSION.

During the past year the Commission had an office force consisting usually of four persons, never to exceed five. During that time it sent out more than 150,000 pieces of mail and examined the papers of over 2,000 applicants. 1,500 names each month have appeared on the pay roll to be checked and certified by the Civil Service Commission. 107 examinations have been prepared, advertised and held. 511 laborers have registered for service. Over 500 certifications for appointment have been made. A large number of non-competitive examinations has been given.

We are of the unanimous opinion that the present method of compensating the members of this Commission is bad, that it is indefensible from any standpoint and should be changed. services rendered are of such a character that under the present system of compensation, it is difficult, if not impossible, to make a complete itemized statement thereof. Not a day passes that the members of this Commission do not give careful thought to the duties devolving upon them. The secretary is in constant communication with the commissioners, reporting the business transacted in the office and laying before them important matters awaiting their official action. These matters before action thereon require the most careful consideration by the commissioners. Sometimes that consideration is given in the places of private business of the commissioners, but more often on the way to and from their places of business, in the quiet of their homes and in other places where their minds are not distracted by their own personal business. Whenever, or wherever performed, the state gets the benefit of such services and should pay for them. It is, however, most difficult to tabulate these services in such form that one can present a sworn statement thereof in order to secure the compensation provided by law. The result has been that usually only such days have been charged for as have taken considerable time of the commissioners away from their private business, and a large, and prob-

ably the most valuable, portion of the services of the commissioners has not been paid for.

Another reason why the salaries should be a fixed sum is that no officer should be allowed, or required, to pass upon and virtually fix his own compensation. Neither should it ever be within the power of an auditing officer to hold up the pay of any commissioner for the purpose of influencing or coercing his action. Whatever compensation the Legislature, in its wisdom, may see fit to provide for the members of the Commission, should be definite and paid as other salaries are paid. It will be seen from the statement given below that Wisconsin pays her commissioners, even if they draw the full per diem, less than 30% of the average salaries paid the Civil Service commissioners of the states of New York, Massachusetts, New Jersey and Illinois, of the United States Commission and the commissions of the cities of New York, Philadelphia and Chicago. We believe that the character and amount of work done by this Commission compare favorably at least with that of several of the commissions named above. The state ought to pay salaries sufficient to enable the commissioners to devote whatever time may be necessary to properly perform whatever duties devolve upon The president of the Commission should, in our judgment, always be accessible to the secretary. This, of course. could not be expected at the present salary. But whatever the salaries, whether more or less than now paid, they should be fixed and definite.

This Commission is of the opinion that its secretary and chief examiner is inadequately paid. The duties of his combined position are most exacting. To successfully fill it one must have rare administrative ability and must possess absolute integrity. Both of these primary qualities we believe our secretary possesses. Knowing the amount and character of the services performed by him, and believing, as we have the best of grounds to believe, that no commission in the United States has his superior, if, indeed, his equal, we feel that the state has been most fortunate in securing and retaining his services in this position. It cannot hope to retain him long at his present salary, when, as

we believe, his services have a much larger commercial value. He should be paid what his services are fairly worth, and if, for any reason, he should be separated from the service, the salary attached to the position ought to be sufficient to enable the Commission to procure one possessing the same high qualifications to fill the position. A commission cannot be better than its secretary and chief examiner. Its success or failure depends, in large degree, upon him. We give below a statement of the salaries paid other secretaries and chief examiners, from which it will be seen that he is paid considerably less than others occupying similar positions elsewhere are paid:

	Annual salary of president.	Annual salary of commis- sioners.	Annual salary of secretary and chief examiner.
Philadelphia New York City Chicago U.S. commissioner Illinois (state) New York (state) Massachusetts (state) New Jersey (state) Wisconsin (per diem not exceeding)	\$5, 000 6, 000 5, 000 4, 500 3, 000 1, 500 2, 500 1, 000	(1) \$3,000 (3) 5,000 (2) 3,000 (2) 4,000 (2) 3,000 (2) 3,000 (2) 1,300 (2) 2,000 (2) per diem not exceeding 1,000	\$3,000 5,000 3,000 7 Chief Exam. 3,500 7 Chief Exam. 3,600 Chief Exam. 3,600 Secretary 2,000 Chief Exam. 3,000 Chief Exam. 3,000

The Civil Service Commission is under obligation to the officers of the United States Civil Service Commission and to the secretaries and examiners of the New York, Massachusetts and Illinois Commissions, as well as to Mr. Elliott H. Goodwin of the National Civil Service Reform League for valuable suggestions relative to examinations and various administrative problems.

The Commission wishes also to acknowledge its obligation to the Chicago Municipal Civil Service Commission for holding examinations for it of Wisconsin citizens who found it impossible to take examinations in this state.

The Commission gratefully acknowledges the valuable service that has been rendered by over five hundred newspapers in Wis-

consin in giving publicity to its work and in bringing forthcoming examinations to the attention of candidates.

And finally, we wish to acknowledge our indebtedness to the local examiners and to various other persons in and out of the service for their cordial co-operation with us in this work.

Respectfully submitted,

· Otto Gaffron, T. J. Cunningham,

C. E. BUELL.

Commissioners.

PART II.

Minutes of Meetings of the Commission.

Amendments to Rules and Regulations.

MINUTES OF THE MEETINGS OF THE COMMISSION.

December 12, 1906.

Hon. Walter Houser requested the promotion of J. H. Healy to the position of chief clerk made vacant by the resignation of C. K. Lush.

The request of thon, James A. Frear for a hearing to exempt the position of chief clerk in the office of the Secretary of State was laid before the Commission. Action was deferred. Adjourned to Tuesday, December 18th.

December 18, 1906.

arguments may be presented in reference to the exemption of the position of chief clerk in the office of the Secretary of State was granted. The president reported that he had written a letter to Mr. From asking him to there the day for such hearing.

The Secretary reported that a letter had been written to Mr. Healy asking item to name the day on which he would be prepared to take the non-competitive proportion examination for the position of sheef clock and then no reply from Mr. Healy and yet have a ved

W - - - - 29, 1906.

The State of a Salva Commission man around the fall of the resident to the action man area of the color of money depends to the effect that certain positions

in the appointment of the legislature must be filled by competitive examination. An examination was ordered advertised to be held on January 8, 1907.

January 16, 1907.

The Secretary laid before the Commission a complete report of all certifications and official actions for the period beginning , December 1, 1906, and ending January 16, 1907.

A communication from the Secretary of State, Hon. James A. Frear. asking that the position of chief clerk be classified as exempt was received. It was voted to advertise a hearing to consider the exemption of this position on Jan. 30, 1907. Action was taken authorizing a temporary appointment to be made to this position pending the filling of the position by promotion or competitive examination or exemption as the case might be.

The chief examiner was instructed to prepare a non-competitive promotion examination for Paul Gurnee for position of actuary in the office of the insurance commissioner.

The request of the insurance commissioner for promotion of Wm. G. End to the position of chief clerk was granted subject to non-competitive promotion examination.

The commissioner of labor and industrial statistics, Hon. J. D. Beck, having appointed Miss Myrtle Shanks at a salary of \$75 a month for two months as chief clerk in charge of the preparation of the Blue Book, question was raised as to the validity of this appointment. The appointment was ratified, Commissioners Gaffron and Sparling voting aye, Commissioner Cunningham voting no.

Request having been received for authority to appoint a teacher in the Industrial School for Girls under the provisions of Section 13 when there is no eligible list, action was taken instructing the examiner to make arrangements to have the status of teachers in state institutions brought formally before the Commission at its March meeting to be finally acted upon. The Secretary was instructed to bring the matter to the attention of all persons interested.

Request having been received from Geo. E. Fess by his attorneys for non-competitive examination as deputy oil inspector the Secretary was instructed to submit the question to the Attorney General whether or not it is proper for the Commission to give Mr. Fess a non-competitive examination, he having been separated from the service.

The members of the state tax commission and of the rail-road commission appeared before the Civil Service Commission asking that all persons employed by the state tax commission and by the state railroad commission in determining the physical valuation of the Milwaukee Street Railway system and other street railway systems of Wisconsin be placed in the non-competitive class for one year. Action was taken granting this request, Commissioners Gaffron and Sparling voting aye and Commissioner Cunningham voting no.

Amendments to the Civil Service Rules and Regulations were adopted in accordance with this action and submitted to the Governor for his approval. The above action was taken for the following reasons:

Limited funds and limited time make it impracticable to offer examination for these positions, the work being experimental, it is difficult to get at the qualifications necessary for these positions. It further appears that many of these positions must be filled by appointing persons not residing in the state of Wisconsin, namely, persons having had experience in determining the valuation of railway property in other states.

The request of the commissioner of insurance for authority to make a temporary appointment in the office of the insurance commissioner to the position of examiner pending competitive examination to fill the place was granted. The chief examiner was authorized to advertise and prepare a competitive examination to fill the position of examiner in the office of the insurance commissioner when made vacant by the promotion of Wm. G. End.

The chief examiner was also instructed to advertise examinations for assistant state veterinarian and assistant state chemist.

Request having been received by the insurance commissioner for the transfer of L. A. Anderson, employed in the office of the state tax commission as statistician, to the position of assistant actuary in the office of the insurance commissioner at a salary of \$1,500, was granted, subject to non-competitive examination.

The chief examiner was instructed to advertise a competitive examination for the position of mechanician at the State University.

The request of Hon. James Nevin, superintendent of the Department of Fisheries, for authority to appoint his son, an employee in the labor class, to the position of clerk in his office at \$2.50 per day was denied except as subject to the law governing promotional examinations.

January 30, 1907.

Pursuant to duly published notice of hearing to consider the exemption of the chief clerk in the office of the Secretary of State. Hon. James A. Frear appeared to present arguments in favor of such exemption. Capt. I. N. Bean and Rev. Judson Titsworth appeared as representatives of the State Civil Service Reform league to present arguments against such exemption. At the conclusion of the hearing action was taken authorizing the president to prepare a written analysis of the arguments made before the Commission, further action in the matter being deferred until such written analysis shall have been prepared.

The period of eligibility of persons on the eligible list for factory inspector, clerk, special agent and police was extended six months.

The transfer of Fred Wiley, assistant printing clerk in the office of the Secretary of State, to the position of bookkeeper in the Senate, was approved. It having been shown that Mr. Wiley has previously served in that capacity, it being further shown that no names appear on the eligible list of persons who have had experience in this work.

The temporary transfer of Messrs, Hillyer and Bart, whose names appear on the eligible list for position of stenographer and who are employed respectively in the office of the Insurance Commissioner and in the office of the Board of Control to temporary service in the senate, was approved, it being represented that there is an insufficient number of competent male stenographers on the eligible list.

The assignment of R. S. Harrison to the position of assistant printing clerk in the office of the Secretary of State at \$1,000, per annum previously employed as clerk in the Census Department of the Secretary of State at a compensation of \$1,200 per annum, was approved on non-competitive examination, the employment being of the nature of a reinstatement in the same department.

February 20, 1907.

Action was taken authorizing the Secretary to communicate with superintendents of penal and charitable institutions to ascertain whether the classification of certain teachers as non-competitive, may meet the present emergency and satisfy the needs of the service. The correspondence carried on with state institutions with reference to teachers was laid before the Commission.

Action was taken to place the position of stenographer for the department of Political Science and Economics in the University in the non-competitive class. A rule was drawn up to that effect and submitted to the Governor for his approval.

A synopsis of the business of the previous month was laid before the Commission.

March 20, 1907.

A hearing having been advertised to consider placing teachers in state institutions in the exempt class. Superintendent Walker of Delavan and Superintendent Clark of Janesville appeared on behalf of their respective institutions to request such action as would permit appointment of teachers without examination,

especially where it is found necessary to procure teachers in other states. Action on the request was deferred.

Complaint having been made by J. L. Kaufman of Green Bay that the examination held on March 2nd for position of game warden was in some respects irregular, the secretary was authorized to communicate with candidates against whom charges had been preferred, and either to authorize a new examination or to strike the names of such candidates from the eligible list.

The promotion and transfer of L. A. Anderson from the position of statistician in the office of the State Tax Commission to position of actuary in the office of insurance commissioner, was approved, Mr. Anderson having passed a satisfactory examination for this position.

March 21, 1907.

The Commission received a report from the Secretary covering the month's work in the office.

April 17, 1907.

A hearing for exemption of special assessors in the department of the State Tax Commission, was held. Judge Gilson appearing for the Commission. The exemption was granted and a rule was drawn and submitted to the Governor for his approval.

The question of classification of teachers in state institutions was taken up and discussed and a rule permitting employment without examination of teachers when no eligible list is available, was adopted.

May 8, 1907.

The Secretary rendered an inclusive report on the business of the previous month.

A rule permitting the reinstatement on the eligible list of persons who have separated from the service during the probationary period was introduced and unanimously adopted.

May 15, 1907.

Professor Paul S. Reinsch requested such classification of an assistant in his department as would enable appointment without competitive examination. It being represented that such an assistant must be an advanced student and that the salary does not exceed \$300.00 per annum, it was suggested that this appointment might come within the rule exempting bona fide students employed in the University.

Action was taken, placing the salary of the chief clerk for the Commission at \$1,500.00 per anunm.

The Secretary made a report of the work for the previous week.

June 5, 1907.

The salary of the stenographer, in the office of the Commission, was increased to \$840.00 per annum.

It having been represented that Miss E. Fewson, at present employed by the American Foundry and Machinery Co., in Chicago, is willing, if appointed at once, to accept the position of purchasing agent for the University at a salary of \$1,500.00 per annum, and it having been shown that Miss Fewson has had eight years' successful experience as purchasing agent for the above named company expending for this company from one to two million dollars per annum; and it having been further shown that it is a difficult and delicate matter to procure the services of a competent, experienced and thoroughly reliable and trustworthy purchasing agent at so low a salary, action was taken upon request of the Regents of the University, authorizing the appointment of Miss Fewson under the provisions of paragraph 2, section 17 of the Civil Service law. Commissioner Cunningham voted "no."

June 19, 1907.

The Secretary was authorized to prepare an amendment to section 11, rule 17. Also an amendment to section 1 of rule 8 so as to make it conform to the provisions of Assembly Bill 907A.

The Secretary was authorized to employ a stenographer for one month or six weeks during Miss Greig's absence at a salary of not to exceed \$70.00 a month. Leave of absence was granted Miss Greig for one month on full pay.

June 27, 1907.

A rule classifying the position of local examiner as non-competitive in all cases where the annual compensation does not exceed \$30 was adopted and submitted to the Governor for his approval.

July 17, 1907.

Commissioners T. J. Cunningham, Otto Gaffron and C. E. Buell were present.

Commissioner T. J. Cunningham was unanimously elected president for the ensuing year.

The Secretary was directed to advertise a hearing to consider the advisability of placing the position of local examiner receiving a per diem of \$3 in the exempt class.

Mr. Frank Fawcett, clerk and reader of examination papers, was elected chief clerk, at a salary of \$100 a month, for two months in place of James Sexton, resigned.

Action was taken fixing the compensation of local examiners for actual services rendered, at \$3 per diem, and directing the Secretary that it is the desire of the Commission, so far as practicable, that at least one examiner of each examining board shall be a county or city officer residing at the place of examination.

In the case of B. W. Fox employed as dairy man at the University and also employed during vacation to conduct dairy tests, the Secretary was instructed to submit the question to the Attorney General, first, as to his right to receive compensation on two pay rolls for the same period of time; and second, as to the jurisdiction of the Civil Service Commission in cases of this kind.

The Secretary was instructed to draw a rule to the effect that, where an increase of salary amounts to a promotion but where 3—C. S.

the duties to be performed remain the same, persons who have already passed a competitive or non-competitive examination may be passed without further examination when, in the opinion of the Commission, the merit and fitness of the candidate has been determined.

The transfer of Mr. William End, clerk in the Insurance Commissioner's office, to the position of deputy fire marshal, was approved for the following reasons:

- (1) There is at this time no suitable eligible list for the position.
- (2) The department of State Fire Marshal is but recently organized and the services of a deputy are urgently required.
- (3) It is believed that Mr. End's experience as examiner of fire insurance companies would contribute to success in the work of a deputy fire marshal.

It was decided that until further action of the Commission temporary employments at the State Fair be treated as emergency appointments under the provisions of section 17 of the Civil Service law. The Secretary was instructed to lay additional facts before the Commission at its next meeting, concerning other positions in the employment of the State Board of Agriculture.

July 8, 1907.

The Attorney General, Hon. Frank L. Gilbert, appeared before the Commission to discuss the status of the First Assistant Attorney General, Mr. A. C. Titus, who, up to the present time, has held a position in the exempt class, and whose position, under the new law, falls within the competitive class. It was suggested that Mr. Titus, by virtue of his previous experience, should be appointed under the provisions of paragraph 2 of section 17 of the Civil Service law. There being a division of opinion with reference to the proper course to pursue in reference to filling this position, action was taken authorizing Attorney General Gilbert to make a temporary appointment for two months, to the position of first assistant, pending further action of the Commission.

Assistant Superintendent of Public Property C. C. Bennett, called to ask whether a man appointed to the position of policeman but actually doing janitor work, may be transferred to the position of janitor, the salary in both positions being the same. He also wished to know whether the janitor who has been rendering service as policeman, may be transferred to the position of police, the salary being the same. In answer to Mr. Bennett's inquiry the Secretary was directed to give a non-competitive examination to either or both of these men whenever so requested by Supt. Bennett.

The president and secretary were authorized to fix the dates for any and all future examinations.

Action was taken amending the regulations as follows:

Strike out the word "Thursday" in the second line of regulation 10 and insert the word "Wednesday."

July 31, 1907.

The minutes of the previous meeting were read and approved. An amendment to the Civil Service rules was adopted in accordance with the provisions of Section 14 of the law, placing all local examiners receiving a compensation not exceeding \$50 per annum, in the exempt class. Arguments in favor of this rule were presented by the Secretary of the Commission. The previous action of the Commission classifying local examiners in the non-competitive class was repealed.

The Secretary was directed to take up the question of certifying payrolls of persons employed by the Geological and Natural History Survey, the question having been raised, what positions are included in the term "scientific staff" as used in rule 2, section 3.

The Secretary was directed to ask for an opinion from the Attorney General in reference to the case of Louise Miles reported to have been appointed by the Secretary of State to the position of vault clerk in the office of the Secretary of State, formerly under appointment by the Governor in the unclassified service. Final action in the matter was postponed until the next meeting of the Commission.

The Secretary was directed to prepare a special rule for consideration of the Commission at its next meeting, governing the extension of the period of eligibility beyond one year in cases when no new eligible list has been procured.

The Secretary was instructed to communicate with the State Game Warden relative to re-districting the state for the purpose of examination and certification of Deputy Game Warden under Rule XI, paragraph 3.

August 5, 1907.

The Secretary of State appeared before the Commission to discuss the merits of the case of the proposed transfer of Louise Miles, a clerk who has been employed for the last four years in the office of the Secretary of State, under appointment by the Governor, in the unclassified service, to a position in the competitive class, as vault clerk in the office of the Secretary of State.

Assistant Attorney General Frank Tucker, representing the Attorney General, called at the request of the Commission, and gave an oral opinion to the effect that a transfer from a position in the unclassified service to a position in the classified service is not authorized by law, the formal opinion of the Attorney General to be rendered in writing later. The request for transfer was therefore dismissed.

The Secretary was requested to give the Commission a report, at its next meeting, of all appointments to the position of cruiser in the office of the State Board of Forestry, and to consult with the State Forester in reference to all preliminaries for such examination and to report all conclusions arrived at with the State Forester, at the next meeting.

August 21, 1907.

Action was taken authorizing the Secretary to offer Mr. H. S. Knight, reader of examination papers in the office of the Commission, a salary of \$1,200 per annum, to act as assistant

Mr. Frank Fawcett, at present acting as chief clerk, was elected for the coming year, at a salary of \$80 a month during the school year, and \$100 a month during vacation, it being understood that Mr. Fawcett be permitted to attend the law school for one hour each day during the school year; otherwise to devote his entire time to the office.

The Commission re-elected F. E. Doty to the office of secretary and chief examiner for the ensuing year.

The Secretary was instructed to advertise a competitive examination for the position of Assistant Attorney General, such examination to be held either on the 14th or 21st of September.

Request was received from the Insurance Commissioner to transfer Mr. Anderson, the assistant printing clerk, in the office of the Secretary of State, and now receiving a salary of \$1,000 per annum, to the position of chief clerk in the office of the Insurance Commissioner. Action was deferred and the Secretary was instructed to consult with Commissioner Beedle, to ascertain whether this position can be filled by promotion, and to lay before the Commissioner the reasons why the Commission is in doubt as to the advisability of permitting the transfer, and to report at the next meeting.

The Secretary was instructed to advertise a competitive examination for position of foreman of the fish hatchery at Bay-field.

The Secretary was instructed to correspond with eastern officials and to formulate a set of rules governing transfers to be submitted to the Commission at its next meeting.

The Secretary was instructed to communicate with the head of the Geological Survey and to inform him that persons employed by the Survey not classified as members of the scientific staff of such Survey, will be required to take competitive examination after this year.

The case of a stenographer employed by the Legislature, reported to have been dismissed from the Legislature after serious charges were filed against him, was laid before the Commission, and the Secretary was instructed to correspond with this

stenographer to advise him that if he wishes to have his name continued on the eligible list, it will be necessary for him to appear before the Commission to answer to the charges made against him.

September 4, 1907.

A hearing having been duly advertised λ be held on this date to consider the application of Attorney General F. L. Gilbert that the position of first assistant attorney general be classified as exempt, the Commission heard arguments in reference to the proposed exemption. Messrs. Crownhart of Superior; Perrin of Superior; Louis Hanitsch; J. A. Murphy; Colonel G. W. Bird; Corrigan; L. M. Sturdevant; T. C. Eschweiler; L. K. Luse and I. L. Lenroot appeared before the Commission to urge the appointment of the incumbent, A. C. Titus, under the provisions of section 17, paragraph 2, or the exemption of the position under provisions of sec. 14. Mr. Glenway Maxon of Milwaukee appeared in behalf of the Civil Service Reform Association to oppose the exemption of the position. A transcript in full of the proceedings is filed in the office of the Commission.

Request was received from the Tax Commission for the approval by the Civil Service Commission of increase of salary of C. M. Larson as assistant inspector from \$1,500 to \$1,800 per annum, the duties of the office remaining the same. The request was granted, it being shown that Mr. Larson has previously satisfied the requirements of a non-competitive examination.

Consideration of the request for the transfer of A. W. Pott from the office of the Land Commission to the office of the Railroad Commission was postponed until the next meeting.

The Secretary was authorized to certify the payroll of S. T. Dodge, acting as policeman and also as deputy treasury agent, it being provided that his service as policeman is not in any way affected by the service rendered as treasury agent.

The request for transfer of S. T. Walker, incorporation

clerk in the office of the Secretary of State, to the office of the Railroad Commission, was postponed.

Request received from the University Extension Department for the transfer of Miss Bertha Matson, a stenographer in the office of the State Superintendent, to a similar position in the University Extension Department at a salary of \$40 a month, was approved.

A request was received from the State Board of Control to withdraw certification of names for position of clerk and make a new certification from the eligible list for index and filing clerk. Consideration of this request was postponed until the next meeting. The Commission requested the Board of Control to give reasons for requesting a change in certification.

Further consideration of all matters brought before the Commission was postponed.

Milwaukee, Wis., September 11, 1907.

Upon special call by the President, the Commission met at the Plankinton House at 8:30 P. M., to take up unfinished business. All members present.

The State Insurance Commissioner, Hon. George Beedle, called to give the Commission additional information in connection with his request for transfer of H. J. Anderson, now holding a clerical position in the office of the Secretary of State at a salary of \$1,000 per annum, to the position of chief clerk in the office of the Insurance Commissioner. The Commission found that the position of chief clerk is classed in a different sub-division than that of clerk and that the rule governing transfers does not give authority to make such a transfer. The Secretary was instructed to communicate with the Insurance Commissioner and to make such arrangements for filling the position as may seem best for the good of the service. The Insurance Commissioner had expressed the desire to have the position filled by some one having stenographic ability and the Commission advised the Secretary to make certification in accordance with the request of the commissioner.

The request of the Railroad Commission for the transfer of S. T. Walker from the position of incorporation clerk to the position of assistant to the Secretary in the office of the Railroad Commission at a salary of \$1,500 per annum, was approved.

The request of the Railroad Commission for the transfer of A. W. Pott from the position of clerk in the Land Office at a salary of \$900 to the position of clerk in the office of the Railroad Commission at a salary of \$1,000 per annum, was approved.

The State Board of Control having made request for change in the certification of names from which to select a person to fill the position of clerk in the office of the Board of Control at a salary of \$800 per annum, and having later made request that the certification be withdrawn and that names be submitted from the eligible list for index and filing clerk, the Commission instructed the Secretary to notify the Board of Control that inasmuch as satisfactory evidence has not been submitted showing that the character of the duties to be performed makes it necessary that an index and filing clerk should be certified, the request is denied.

The Railroad Commission having made request that the position of confidential assistant to Commissioner Erickson, one position, be placed in the non-competitive class, the Secretary was instructed to draft a rule to be submitted at the next meeting of the Commission. It was represented by the Railroad Commission that the service to be rendered by the confidential assistant is to be of an occasional character, and to consist in digesting evidence from the transcript of stenographic notes in cases where the record is voluminous, and to act as special agent in making investigations in the field.

The Secretary was instructed to notify Miss Sage, at present acting as stenographer for the University faculty at a salary of \$50.00 a month, that it will be necessary for her to pass a non-competitive examination as a condition of continuing longer in the service. Miss Sage had been previously appointed by the University authorities to a position in which it was represented

that ability to take dictation in German is an essential requisite. This appointment was made in accordance with the provisions of section 17 for a period of two months, there being at this time no suitable eligible list from which to make certification.

The President of the Commission was authorized to call upon State Treasurer Dahl and to remind him that in view of a recent opinion given by the Attorney General to the effect that all payrolls bearing names of employees of the State Board of Agriculture must bear the certificate of the Civil Service Commission, payrolls of State Fair employees must be submitted to the Commission.

September 18, 1907.

The minutes of the previous meeting were read and approved. A request having been received from the Commissioner of Labor and Industrial Statistics for authority to appoint by noncompetitive examination some person qualified to carry on a series of investigations concerning wages, hours of labor, factory and home life of girls in the city of Milwaukee, the position to terminate when the investigation is completed, and the service to cost not to exceed \$600, the Commission adopted a rule placing this position in the non-competitive class provided that the classification as non-competitive shall terminate not later than one year from the date of the adoption of this rule.

A request having been received from the State Fire Marshal asking for certification of names by districts from which to select deputies at a salary of \$1,200 per annum, the Secretary was instructed to notify the State Fire Marshal that the request is denied and that certification will be made in order of rank from the list for the state at large.

A claim of the State Game Warden for reimbursement to the amount of \$300, with a receipt from A. C. Titus, the assistant attorney general for \$300 for services rendered in compiling the game laws, was brought to the attention of the Commission and the Secretary was directed to refuse to certify the name of Mr. Titus until the matter can be investigated. Com-

missioner Buell was authorized to make this investigation and to report on the validity of the claim and on the authority of the Commission to certify the name.

A request received from the Railroad Commission that one position to be known as special agent, be classified as non-competitive, was granted, and a rule drawn and signed and submitted to the Governor providing for such classification, it having been shown that the service to be rendered is of an occasional or intermittent character to consist of digesting voluminous evidence contained in transcripts from stenographic notes and also in making independent investigations under the direction of the Commission and to report such findings to the Commission. The peculiar confidential nature of the position and the special qualifications required for this service were deemed to be such as to make it inadvisable to attempt to fill the position by competitive examination.

After a careful review of the arguments presented at the last hearing in the matter of the request of the Attorney General that the position of assistant attorney general be placed in the exempt class, and the present incumbent, Mr. A. C. Titus, be appointed in accordance with the provisions of paragraph 2, section 17 of the Civil Service law, the following opinion was prepared and ordered spread upon the minutes:

IN THE MATTER OF THE APPLICATION OF THE ATTORNEY GENERAL TO PLACE THE POSITION OF ASSISTANT ATTORNEY GENERAL IN THE EXEMPT CLASS.

This is an application by the Attorney General to exempt Mr. A. C. Titus, first assistant attorney general, from the operation of the Civil Service law; also to place the position of first assistant attorney general in the exempt class.

Sub-division 2 of section 7 of the Civil Service law provides that "in case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and the position can best be filled

by the selection of some designated person of high and recognized attainments, the Commission may dispense with a competitive examination."

Section 14 of the law, after providing that certain positions shall be within the exempt class, gives the Commission authority to include within the exempt class all other offices or positions except laborers for the filling of which competitive or non-competitive examinations shall be found to be impracticable.

The Commission is asked, first to exempt Mr. Titus personally under section 17 on account of his high professional attainments, and second, to exempt the office of assistant attorney general under section 14.

No sufficient reason for exempting the office of assistant attorney general has been shown, and that portion of the request of the attorney general is therefore denied.

It appears from the evidence introduced upon this hearing that Mr. Titus is a man of most excellent legal attainments, of large experience, that he has been in the attorney general's office for several years, and is familiar with all the duties of the office; that he has participated in the trial court in several of the state cases now pending in the supreme court upon appeal; that the position he has occupied has until recently been the exempt position in the attorney general's office; that Mr. Titus has filled this position with signal ability and to the satisfaction of all, and that if he were not continued in this position the public service of the state would be liable to suffer.

It is therefore ordered that the request of the Attorney General for authority to appoint Mr. A. C. Titus to the position of first assistant attorney general under the provisions of sub-division 2, section 17 of the Civil Service law, be, and hereby is granted.

October 2, 1907.

The Insurance Commissioner having made request for certification of names from which to select a clerk at a salary of \$1,200 per annum and having indicated the nature of the duties to be performed, the Secretary was instructed to make certification if

possible from the appropriate eligible list, of persons having stenographic ability.

The Secretary was instructed to draw a rule placing the position of stenographer for the University faculty in the non-competitive class, the rule to provide that this classification shall continue for a period of not to exceed one year and thereafter to revert to the competitive class.

The Secretary was instructed to draw a rule classifying the position of stenographer for the Dean of the University Correspondence School in the non-competitive class, this classification to continue for a period of not to exceed one year and thereafter to revert to the competitive class.

Consideration of an expense account of the State Game Warden containing an item of \$300 paid to Mr. A. C. Titus for compiling the game laws was deferred for final action to the next meeting, and the Secretary was instructed, in the meantime, to bring the matter to the attention of the Attorney General and to give him an opportunity to be heard in reference to this claim.

A request having been received from the State Superintendent for the transfer of Miss Claire Parsons, stenographer for the University Architect at a salary of \$50.00, to the position of stenographer in the office of the State Superintendent at a salary of \$60 a month, was granted.

The request of the University Architect, Mr. Peabody, for the transfer of Miss Esther Stromme, at present employed in the office of the Bureau of Health and Vital Statistics at a salary of \$45 a month to the position of stenographer in the office of the University Architect at a salary of \$50 a month, was granted.

A request having been received from the Superintendent of Public Property for authority to promote T. J. Davies from the labor class to a position as janitor, and of Richard Comfort from a position in the labor class to that of janitor, and of M. L. Ensign from a position in the labor class to that of elevator operator, was granted subject to approval by non-competitive examination.

October 16, 1907.

It having been shown that Julius Roehl, a night watch in the office of the State Treasurer, has entered into an agreement to pay one-half of his salary each month to the son of the State Treasurer, Hon. A. H. Dahl, whose name does appear upon the roster as entitled to compensation, the Secretary was instructed to refuse to certify the name of Mr. Julius Roehl, night watch in the office of the State Treasurer, for any service not actually rendered by him personally.

The Secretary was instructed to obtain an opinion from the Attorney General relative to the interpretation of Chapter 643, Laws of 1907, as applied to the position of general clerk in the office of the State Treasurer and to ascertain whether or not the position of corresponding clerk is terminated by law, and whether the former incumbent of this position is thereby legislated out of office.

The consideration of the claim of the State Game Warden, James W. Stone, for reimbursement in the amount of \$300, referred to in previous minutes, was laid over.

The Secretary was instructed to defer action relative to the claim of T. J. Hughes of Wales for \$1,050.00, employed during the past year as superintendent of grounds, by the State Board of Control.

October 30, 1907.

A. C. Titus, Assistant Attorney General, having been employed by J. W. Stone, State Game Warden, to compile and annotate the fish and game laws and he having filed with the Secretary of State a bill for \$300 for such services, which bill is now before this Commission for certification; and it appearing to the Commission, upon due examination of all the facts connected with such employment, that such services were rendered by Mr. Titus in a month in which he drew his full salary of \$250 as Assistant Attorney General, that all of such services were rendered during business hours, either in the Attorney General's office or the State Library; that no request for authority to make such appointment had ever been made to this Com-

mission as required by law; that no notice of such appointment was filed with this Commission as required by law and this Commission being of opinion that it was the intent of the Legislature that all services rendered the State Fish and Game Warden by the Attorney General, or his assistants, were to be rendered as a part of the official duties of the Attorney General without extra compensation the Secretary was, therefore, instructed to return the said bill without certification.

The bill of T. J. Hughes for services at the Wisconsin Tuber-culosis Sanitarium at Wales, amounting to \$1,050, covering a period of more than one year, was laid over until the next meeting for further consideration.

A petition from I. P. Leigh, corresponding clerk in the office of the State Treasurer, asking for protection against unlawful removal, was laid before the Commission. An opinion from the Attorney General to the effect that the law changing titles of positions in the office of the State Treasurer, and creating the position of general clerk, does not legislate the former corresponding clerk out of office, was laid before the Commission in connection with the above named petition. It was the opinion of the Commission that this interpretation shall be accepted as law until set aside by the courts, and that until a legal vacancy exists, no other name than that of Mr. Leigh can be certified for services rendered as general clerk in the office of the State Treasurer.

The Secretary was instructed to prepare a rule in accordance with the request of Professor W. D. Pence of the Railroad Commission that section 7 of rule 4 be re-enacted and extended so as to include persons employed in the valuation of steam rail-ways.

The request of President Van Hise of the University that the position of University editor be placed in the exempt class was received and the Secretary was instructed to advertise a public hearing in accordance with section 14 of the Civil Service law.

President T. J. Cunningham was appointed a delegate to attend the annual meeting of the National Civil Service Reform Association to be held at Buffalo on the 7th and 8th of Novem-

ber, and he was authorized to nominate an alternate delegate in the event that he is unable to attend the meeitng.

November 20, 1907.

In the matter of the request of the President of the University that the position of University editor be classified as exempt, Professor Walter Smith and Professor W. G. Bleyer of the University, appeared on behalf of the University, presenting arguments in favor of such exemption. No one appeared in opposition. In the course of the hearing it was shown that the position is to be of the rank of instructor. At the close of the hearing the following resolution was adopted unanimously:

It having been shown that the incumbent of the office of director of University publications is a member of the faculty of the University of the rank of instructor, it is the judgment of the Commission that this position is classified by law as of the unclassified service, and that no further action is necessary.

The secretary was directed to notify President Van Hise of the action of the Commission in this matter and to urge upon the president the necessity of bringing prospective appointments to positions in the classified service to the attention of the Commission before any other action is taken looking toward the filling of the position.

Commissioner Buell having been directed at the last meeting of the Commission to interview members of the Board of Control relative to the Hughes claim for \$1050 for services rendered at the Tuberculosis Sanitarium, reported that the Board of Control made appointment of Mr. Hughes during the summer of 1906 at a salary of \$50 a month; that the Secretary of the Board of Control communicated that fact to the Secretary of the Civil Service Commission orally; that the members of the Board of Control believed that satisfactory arrangements had been made with the Civil Service Commission for the employment of Mr. Hughes; that the Board of Control believed that breause there was at that time no suitable eligible list from which to select a foreman of grounds at a salary of \$50 a month,

they had the authority to appoint Mr. Hughes; that, moreover, the work rendered by Mr. Hughes could not have been rendered so efficiently by any other person residing at Walcs, and certainly not by any non-resident. Mr. Hughes' wide acquaint-ance with men in the community, together with his interest as a citizen in having this sanitarium erected, made his services valuable.

Objection being raised by Commissioner Cunningham to acting upon this bill without additional information, the matter was laid over until the following day.

Letters having been received from State Treasurer A. H. Dahl and from I. P. Leigh with reference to the separation from the Service on November 4th of I. P. Leigh, formerly Corresponding Clerk in the office of the State Treasurer, and with reference to the filling of the position by William Pugh, whose name appears first on the eligible list for the position of general clerk, the following resolution was adopted:

Inasmuch as the records of this office show that I. P. Leigh, formerly corresponding clerk in the office of the state treasurer, has been separated from the service, and inasmuch as these records show that whether the vacancy is by resignation or dismissal, the law has been fully complied with by the State Treasurer in filing records of such separation with this Commission, and reasons therefor, and it further appearing that the vacancy has been filled by appointment of Mr. William Pugh of Fond du Lac, whose name appears first upon the eligible list for the position of general clerk, the secretary of the Civil Service Commission is hereby instructed to certify the name of Mr. Pugh when it appears upon the payroll of the State Treasurer for compensation.

November 21, 1907.

Commissioner Cunningham having reported that he had made an examination of the records of the Board of Control with reference to the employment of T. J. Hughes, the consideration of whose claim was laid over for further investigation, unanimous action was taken to authorize the Secretary to certify to

the claim in accordance with the provisions of Section 13 of the law.

The Secretary was instructed to advise the Board of Control that notice concerning appointments shall hereafter be given in writing, and to urge the Board to use greater care to keep the Commission informed concerning prospective vacancies and appointments.

The Secretary was instructed to ask for an opinion from the Attorney General relative to the jurisdiction of the Commission in reference to the claim of A. C. Titus for compensation in compiling the fish and game laws.

December 5, 1907.

All positions in connection with the valuation of steam and electric roads under the employment of the Railroad Commission and the Tax Commission were placed in the non-competitive class and a rule was adopted pursuant thereto and submitted to the Governor for his approval.

Bills of Milwaukee Sentinel and Sparta Herald-Advertiser for local advertising were allowed.

The Secretary was authorized to register an applicant whose application failed to reach the Commission, on receiving satisfactory evidence that such application was made out in due form, and the Secretary was instructed to make such registration as would have been made had the application been received and registered upon the original date.

A request having been received from President Sims of the Stevens Point Normal for the transfer of Miss Winifred Hatch from a position as stenographer in the University at a salary of \$50 to a position in the Stevens Point Normal at a salary of \$60 a month, the request was granted.

A letter was addressed to the Secretary of State announcing receipt of an opinion from the Attorney General to the effect that the employment of A. C. Titus to compile the fish and game laws is a "contract job" and not subject to the application of the rules of the Civil Service Commission.

The Secretary and Commissioner Buell were advised to visit certain state institutions and to confer with heads of such institutions relative to perfecting a system of registering laborers for such institution.

The Secretary brought to the attention of the Commission the New York rule which permits appointment of persons in private life for temporary or occasional service where the compensation does not exceed \$300 per annum, without examination. Consideration of this proposed rule was deferred.

December 19, 1907.

President Allan D. Conover of the State Board of Control reported in reference to an inquiry made concerning the appointment of carpenters and plasterers at Waupun. His report was to the effect that one E. Schmidt had been employed by Warden Town without reference to the Board or to the Civil Service Commission and that he had been dismissed by the president for that reason. Other plasterers and carpenters, now employed, were appointed within the provisions of the Civil Service law at a time when there was no eligible list.

Mr. Conover wished to know whether the names of band master and vocal teacher at the reformatory in Green Bay, must appear on the payroll or whether they may appear in the institutional budget. The band master and vocal teacher receive most of their compensation directly from the pupils of this institution and only a small proportion of their compensation comes directly from the state. Mr. Conover was advised by the Commission to instruct the superintendent of the Green Bay Reformatory to place these names on the regular pay roll for the amounts due them from the state.

The secretary was instructed to prepare and present at the January meeting of the Board a rule governing removals from the Service, more particularly to be directed to the nature of the report to be made by officers as provided for in section 22 of the Civil Service law.

Commissioner Buell made an oral report to the Commissioners of his visit to the institutions at Delavan and Waukesha.

The secretary announced the coming visit of Elliot H. Goodwin of the National Reform Association during the holidays, and it was understood that a special meeting of the Commission might be called some time between the 28th and 31st of December to meet Mr. Goodwin.

December 30, 1907.

Request was received from the University for the transfer of Miss Beulah Thompson, clerk and stenographer at the Stevens Point Normal School at a salary of \$60 per month, for transfer to the position of clerk and stenographer for the Committee on Training of Teachers and Committee of Accredited Schools, salary \$50 per month. The transfer was approved.

A request was received from Commissioner J. D. Beck of the Bureau of Labor and Industrial Statistics for authority to appoint some designated person, now pursuing advanced studies in the department of political science and economics at the University, to conduct certain investigations for the bureau and to report concerning wages, hours of labor and conditions of employees of public utilities in the state of Wisconsin, the service to terminate when the investigation is completed, the compensation not to exceed \$500. The request that this position be placed in the non-competitive class was denied, Commissioner Buell voting for the request and Commissioner Cunningham voting against it.

Request was also received from the commissioner of labor and industrial statistics that the position of special agent for the commissioner of labor and industrial statistics to investigate and report, in co-operation with the national association for labor legislation on subjects which may be agreed upon with that association (such reports to be published by the commissioner), be placed in the exempt class. The request was denied, Commissioner Buell voting to grant the request and Commissioner Cunningham voting in the negative.

Mr. Elliot H. Goodwin, secretary of the National Civil Service Reform Association, was present and the question of labor registrations was taken up and discussed. Mr. Goodwin took part in the discussion and made valuable contributions to the discussion. There seemed to be agreement on the following propositions concerning labor registrations:

- 1. Certificates of character as a part of the application are unnecessary, provided references be substituted, and provided confidential inquiry be made by letter of persons so referred to.
- 2. It is desirable to have candidates for labor positions appear together before some designated examiner on certain designated days. This work can frequently be done by the local examining board, but members of the Commission, or one of the commissioner's examiners should be present on these examination days, as often as possible, to assist in conducting the oral examination and to direct local examiners in the method of conducting the examination.
- 3. The formal work of registering applications and of collecting confidential information concerning applicants from persons referred to in applications, may be done by the registration officer in the institution. The registration officer in the institution may proceed to make certifications when vacancies occur and to report all certifications made to the central office.
- 4. Where there is no eligible list the registration officer should certify from new applications in order of the date of receipt of said applications, and persons appointed from such certifications should be examined non-competitively as a condition of continuing in the service at the time when the competitive examination of laborers is made.
- 5. Mr. Goodwin suggested the card system of registration used by the navy departments at Washington.
- 6. The question of the classification of teachers in institutions for the blind and feeble-minded was discussed. Mr. Goodwin consented to make investigation in the east concerning the success of the competitive system as applied to teachers of technical subjects in these institutions and later to report to the Commission.

January 22, 1908.

Commissioner Buell was authorized to pass upon a request made by Commissioner Beck of the Bureau of Labor and Industrial Statistics, relative to the compilation of labor laws and to decide whether or not a bill for services in compiling the labor laws, rendered by Mr. Hagenah, now employed by the Railroad Commission, and formerly deputy commissioner of labor and statistics, can be certified by the Civil Service Commission.

The bill of Frank Fawcett, chief clerk in this office, for traveling expenses to Milwaukee in connection with matters pending before the Civil Service Reform Association, was allowed.

Secretary of State, Hon. James A. Frear, requested the Commission to authorize the appointment of A. J. Nelson, recording clerk in the office of the Secretary of State, at a salary of \$1,200 a year to the position of assistant incorporation clerk at a salary of \$1,200 a year. The request was granted and the secretary was directed to advise the Secretary of State that Mr. Nelson is deemed to have satisfied the requirements of a noncompetitive examination by previous competitive examination. A. W. Galloway, clerk in the office of the Secretary of State at a salary of \$1,000 per annum, was promoted to the position of recording clerk at a salary of \$1,200 per annum, this position having been made vacant by the transfer of A. J. Nelson. The appointment of Mr. Galloway was approved and his previous competitive examination was accepted in lieu of a non-competitive examination at this time.

February 19, 1908.

Professor Commons appeared before the Commission to make a statement explaining the request of Commissioner Beck that the position of special agent to collect and file statistics relative to the effect of certain employments upon health, be classified as non-competitive. After some discussion the matter was laid over until the first Wednesday in March.

The chief examiner was authorized to have the papers of Clark, who took the examination for creamery inspector in Sep-

tember, 1907, re-examined and re-rated upon the appeal of Mr. Clark that he did not receive full credit in the examination.

March 5, 1908.

The minutes of the two preceding meetings were read and approved.

The name of S. A. Oscar, supervising examiner for Bayfield County, was dropped from the list of local examiners.

A resolution was adopted to the effect that it is the judgment of the Commission that the letter of Honorable A. H. Dahl, State Treasurer, stating reasons for removal of A. H. Wagner, on its face shows just cause for removal.

An opinion having been received from the Attorney General to the effect that it is the duty of the Civil Service Commission to certify to the payroll of I. P. Leigh for the months of November and December, 1907, and January, 1908, and for 6 days in February, 1908, the secretary was instructed to make such certification.

Dr. Richard T. Ely and Professor John Commons of the University appeared before the Commission in relation to the request of Hon. J. D. Beck that the position of special agent for the commissioner of labor and industrial statistics, at a salary of one thousand dollars a year, be placed in the non-competitive class for a period of not to exceed one year. Unanimous action was taken granting this request and a rule was prepared and signed by the commissioners to be filed with the Governor.

The request of the commissioner of labor and industrial statistics that the position of special agent to investigate and report concerning wages, hours of labor, conditions of employees of public utilities in the state of Wisconsin at a compensation of not to exceed \$500.00, including traveling expenses, this position to terminate when the investigation is completed and to continue for a period of not to exceed one year from the date of this rule, was granted, Commissioner Cunningham voting "no." (See Rule IV, section 15, submitted to the Governor for his approval, March 7th.)

March 19, 1908.

The question of issuing a circular of information relative to the law affecting political assessments, political service and political recommendations, was discussed, and the secretary was authorized to draft such a circular and after having submitted it to the commissioners for criticism and suggestion, to have it printed.

T. R. Gillett of Warrens, candidate for position of game warden in Monroe County, having appealed to the Commission for a review of his examination, the Commission, after having given careful consideration to the application and recommendations of the candidate, affirmed the original standing as given by the chief examiner.

Action was taken extending the period of eligibility of persons on the eligible list for the position of police for six months.

The Secretary was authorized to make an appointment of an examiner for Bayfield County in place of S. A. Oscar of Washburn.

E. L. Adams of Coloma Station, who took the examination for the position of creamery inspector in January, appealed to the Commission for a review of his examination. The Secretary was directed to obtain further information concerning his dismissal from the position of buttermaker for the Coloma Creamery Company and, in the light of such additional information, to again pass upon his qualifications.

The following resolution was unanimously adopted:

Resolved, That the Secretary of the Commission is hereby authorized to assign to the chief clerk and assistant examiner such duties as local examiners as may by him be deemed necessary from time to time and to charge such portions of their salaries as may be earned while acting as local examiners, to the special local examiner fund.

April 16, 1908.

M. C. Lincoln of Washburn was unanimously elected to serve as local examiner in place of S. A. Oscar.

No action was taken in reference to the case of E. L. Adams

of Coloma. The Commission was of the opinion that his standing should remain unchanged until such time as further light on the subject could be obtained.

The request of the Secretary of State that Amy Karras, a clerk in the office of the Secretary of State receiving a salary of \$1,000 per annum, be promoted to the position of vault clerk at a salary of \$1,200 per annum, was granted, it being evident that the rules do not distinctly prevent promotion of a person who has served less than three months. The Secretary was instructed to prepare an amendment to section 3, rule 15, so as to prevent hereafter promotions of persons who have served less than three months in a position.

The Secretary was directed to notify the superintendent of public property that his request for the promotion of Washington Mason, a laborer employed in the capitol, to a position as janitor, is denied on the ground that the Commission is averse to promoting persons in the labor class who have reached the age of 60 years.

The Secretary was directed to prepare a resolution to be presented at the next meeting governing the promotion of laborers with special reference to age.

The State Fire Marshal made a request that C. J. Good of Ashland, now acting as deputy game warden for Ashland County, be transferred to the position of deputy fire marshal at a salary of \$1,200 per annum. Further consideration of the request was laid over until the next meeting.

May 5, 1908.

The minutes of the previous meeting were read and approved. The request of the State Fire Marshal for the transfer of C. J. Good of Ashland, now acting as game warden for Ashland County, from position of game warden to that of deputy fire marshal at a salary of \$1,200 per annum and expenses, was denied on the ground that there is now a suitable eligible list for this position, and furthermore that the transfer of Mr. Good would involve a promotion.

The Secretary was directed to report to the Commission at its next meeting the names of all persons in the employ of the state whose names appeared on the State Fair payroll last year.

The Secretary was also directed to report at the next meeting on proposed rules ordered at the meeting of April 16th.

The Secretary was directed to ascertain the legal status of A. J. Klofanda of Chippewa Falls, formerly a deputy game warden, whose commission expired in July, 1907.

An oral request having been made by Honorable J. D. Beck, commissioner of labor and industrial statistics, for authority to certify the name of Irene Osgood, now acting as special agent in a position classified as non-competitive, as clerk at a salary of \$1,100 a year temporarily until the position can be filled from the eligible list, was denied on the ground that the assignment of a person in the non-competitive class to a competitive position is not in compliance with the provisions of law. The Secretary was directed to advise Commissioner Beck that in case it is desired to fill the position of clerk in his office at a salary of \$1,100 per annum, names from the general list of clerk will be certified.

The Secretary reported to the Commission the substance of a conversation had with William Pugh shortly prior to his separation from the service as clerk in the office of the State Treasurer. The Secretary reported that in this conversation charges were made to the effect that the State Treasurer, through his agent, sought to ascertain his political affiliations prior to his employment. The Secretary was instructed to take all necessary steps to require William Pugh to appear before the Commission at its next meeting if at that time he has returned to the city, in order that he may be examined in relation to the alleged violations of law.

President Cunningham brought to the attention of the Commission certain emergency appointments recently made at the Home for the Feeble Minded at a time when there were several persons on the waiting list for positions in the labor class. It appears that Supt. Wilmarth failed to make requisition upon

the Commission for certification of names prior to making this emergency appointment. The matter was referred to the President and Secretary for investigation, with instructions to report more fully concerning their findings at the next meeting.

Honorable C. C. Bennett, superintendent of public property, appeared before the Commission to make request for promotion of Washington Mason to the position of janitor in charge of toilet rooms. The request was granted subject to non-competitive examination on the understanding that the service to be rendered is to be confined strictly to this particular service.

The request of Superintendent E. W. Walker for authority to promote Betsy Larson, Helen Waite and Alice Fisher, now acting as cadet teachers in the school for the deaf at a salary of \$25 a month and maintenance, to the position of regular teacher at salaries respectively of \$40 and \$35 a month and maintenance, was granted, this section being in harmony with a previous resolution of the Commission to the effect that the position of teacher in penal and charitable institutions may be filled without non-competitive examination when there is no suitable eligible list for the position.

May 21, 1908.

The minutes of the previous meeting were read and approved. Commissioner Buell reported that William Pugh, formerly a clerk in the office of the State Treasurer, appeared before him on the 15th of May and made affidavit that persons acting in behalf of the State Treasurer, sought to ascertain his political affiliations prior to his employment as clerk in the office of the State Treasurer. The affidavit was filed and Commissioner Buell was authorized to require C. E. Broughton to appear before him to testify in reference to the matter.

An amendment to rule 15, section 3, was introduced and adopted, and a signed copy was forwarded to the Governor for his approval.

The question of adopting a rule governing promotion of persons in the labor class, the preparation of which was author-

ized in the minutes of the meeting of April 16th, was laid over to the next meeting.

A letter was received from Secretary J. M. True of the State Board of Agriculture asking whether persons regularly employed by the state may be employed at the State Fair provided they obtain leave of absence from the department in which they are regularly employed. Secretary True also wished to know whether ten days' appointments for service at the State Fair may be made under the emergency clause without reference to certifying lists of eligibles. The Secretary of the Commission was instructed to inform Secretary True that the Commission will object to certifying to the employment of state employees on the ground that it is not good public policy for state employes to obtain leave of absence on full pay for the purpose of entering the service of the state in some other capacity for additional compensation. He was further directed to instruct Mr. True that in the event that the Commission has no suitable eligible list, emergency appointments may be made for a period not exceeding ten days, but that names of persons so appointed should be certified by the Civil Service Commission before payment for services is made.

The Secretary reported to the Commission that postage stamps have been stolen from the office and informed the Commission of an investigation now in progress to discover the miscreant. The Secretary was authorized to summon witnesses and to take any other steps necessary to discover the guilty party.

The Secretary reported that Mr. M. M. Sweet, local examiner for the Commission at Washburn, has resigned on account of change of residence. The matter of selecting a successor to Mr. Sweet was laid over.

The Secretary reported that the University Regents have made arrangements to employ hereafter a matron and all cooks, waitresses, laundresses, etc., for the maintenance of Chadbourne Hall, which prior to this time has been in private hands under contract. The matron of Chadbourne Hall requests that persons previously employed by Miss Crowe, who had a contract for the management of Chadbourne Hall, be retained under the civil

service in the positions formerly held by them. The matter was left to the Secretary with authority to make such arrangements looking to the retention of these employees, as may be made in conformity with the provisions of the civil service law.

The Secretary was authorized to prepare an eligible list for the position of book-keeper in the office of the State Treasurer, it having been shown that there are now only two persons on the eligible list for book-keeper eligible for this position.

AMENDMENTS TO CIVIL SERVICE RULES.

The State Civil Service rules are hereby amended to read as follows:

Rule 4, Section 7. Positions herein enumerated are hereby placed in the non-competitive class for a period not to exceed one year from the date of the adoption of this amendment, thereafter to be deemed as in the competitive class. All persons employed by the State Tax Commission and by the State Railroad Commission in determining the physical valuation of the Milwaukee Street Railway system and of other street railway systems in the state of Wisconsin, as follows:

One Chief Roadway Inspector, in general charge of the valuation of roadway, track, bridges, buildings, real estate, right of way, etc.

One Field Roadway Inspector in local charge of valuation under the direction of the Chief Roadway Inspector.

One Chief Mechanical Inspector, in general charge of the valuation of steam power plants, shop machinery, cars, etc.

One Field Mechanical Inspector, in local charge of the valuations under the direction of the Chief Mechanical Inspector.

One Chief Electrical Inspector, in general charge of the valuation of electrical machinery, electric light and power equipment, distributive system, etc.

One Field Electrical Inspector, in local charge of valuations, under the direction of the Chief Electrical Inspector.

Ten or more Assistant Field Inspectors and Office Assistants, to assist the Field Inspectors and the Engineer in charge of valuation.

One or more Expert Statisticians to examine and report upon the accounts of the Milwaukee Street Railway System, as directed by the Railroad Commission.

(Adopted Jan. 1, 1907.)
S. E. Sparling,
T. J. Cunningham,
Otto Gaffron,

Commissioners.

Approved Jan. 16, 1907.

James O. Davidson,

Governor.

In accordance with the provisions of Chapter 363, Laws of 1905, the Civil Service Rules are amended by making the following addition to Rule IV:

Section 8. The position of stenographer, one position, in the department of economics in the University is hereby placed in the non-competitive class. (Adopted Feb. 20, 1907.)

S. E. Sparling, T. J. Cunningham, Otto Gaffron,

Commissioners.

Approved Feb. 20, 1907.

James O. Davidson,

Governor.

The Civil Service Rules are hereby amended by the following addition:

Rule 12, section 1. Whenever there is no suitable eligible list for a position in question, appointment may be made to the position of teacher in any of the state reformatory, charitable and penal institutions without examination.

The foregoing amendment to the rules prepared and adopted

by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted April 17, 1907.)

S. E. Sparling,

T. J. CUNNINGHAM, OTTO GAFFRON,

Commissioners.

Approved April 17, 1907.

JAMES O. DAVIDSON,

Governor.

The State Civil Service Rules are hereby amended by the following additions:

RULE II. THE EXEMPT CLASS.

Section 3. In accordance with the provisions of Section 14, the following positions are hereby placed in the exempt class: In the office of the State Board of Assessment:

All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted April 17, 1907.)

S. E. Sparling,

T. J. CUNNINGHAM, OTTO GAFFRON,

Commissioners.

Approved April 17, 1907.

JAMES O. DAVIDSON,

Governor.

The State Civil Service Rules are hereby amended by the following addition:

RULE XI. SECTION 8.

Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the Commission, be reinstated on the eligible list.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted May 8, 1907.)

S. E. SPARLING,
T. J. CUNNINGHAM,
OTTO GAFFRON,

Commissioners.

Approved May, 1907.

JAMES O. DAVIDSON,

Governor.

In accordance with the provisions of section 7 of the Civil Service Law the Civil Service Rules are hereby amended to read as follows:

RULE 17.

Section 11 of Rule 17 is amended to read as follows:

Section 11. Whenever an appointing officer shall request the certification from the Commission or from the local registration officer of names of persons for appointment to any position in the labor class, the Secretary of the Commission or the local registration officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons

standing highest on the eligible list, if there be so many registered in the grade or class entitled to preference.

RULE 8.

Section 1 of Rule 8 is amended to read as follows: Section 1. The Civil Service Commission shall appoint at least one local examining board for each county.

RULE 4.

A new section is added to Rule 4 to read as follows: Section 9. The position of local examiner for the Civil Service Commission, where the compensation amounts to not to exceed thirty (\$30) dollars per annum, is hereby placed in the noncompetitive class.

The foregoing amendments to the rules prepared and adopted by the Civil Service Commission, are hereby transmitted to the Governor for his approval. (Adopted June 27, 1907.)

S. E. SPARLING,

T. J. CUNNINGHAM, OTTO GAFFRON,

Commissioners.

Approved July 16, 1907.

JAS. O. DAVIDSON,

Governor.

In accordance with the provisions of chapter 363 of the laws of 1905, section 1 of rule XV is hereby amended to read as follows:

RULE XV.

Section 1. A change in rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change 5—C. S.

in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the Commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

The foregoing amendment to the rules, prepared and adopted by the Civil Service Commission, are hereby transmitted to the Governor for his approval. (Adopted July 17, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON,

C. E. Buell,

Approved Aug. 10, 1907.

JAS. O. DAVIDSON,

Governor.

Commissioners.

In accordance with the provisions of Section 14 of Chapter 363, laws of 1905, the State Civil Service rules are amended by the following addition:

Exempt Class.

RULE 11.

Section 4. The position of local examiner for the Civil Service Commission, where the compensation does not exceed \$50 per annum, is hereby placed in the exempt class.

Section 9 of Rule IV is hereby repealed.

The foregoing amendments to the rules prepared and adopted by the Civil Service Commission, are hereby transmitted to the Governor for his approval. (Adopted July 31, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON,

C. E. Buest,

Commissioners.

Approved Aug. 10, 1907.

JAS. O. DAVIDSON,

Governor.

In accordance with the provisions of section 17 of the Civil. Service Law, the Civil Service Rules are hereby amended by adding two new sections to Rule 4 to read as follows:

RULE 4.

Section 9. The position of special agent for the Railroad Commission, one position, is hereby placed in the non-competitive class.

Section 10. One position as special agent for the Commissioner of Labor and Statistics to investigate and report concerning wages, hours of labor, factory and home life of girls in the City of Milwaukee, this position to terminate when the investigation is completed, and to continue for a period of not to exceed one year from the date of the adoption of this rule.

The foregoing amendments to the rules prepared and adopted by the Civil Service Commission are hereby transmitted to the Governor for his approval. (Adopted Sept. 18, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

Approved Sept. 21, 1907.

JAS. O. DAVIDSON,

Governor.

Commissioners.

In accordance with the provisions of the Civil Service law the Civil Service Rules are hereby amended by adding a new section to Rule 4 to read as follows:

RULE 4.

Section 11. The position of stenographer for the University faculty and the position of stenographer for the Dean of the department of University Correspondence are hereby placed in the non-competitive class for a period of not to exceed one year from the date of the adoption of this rule.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted Oct. 2, 1907.)

> T. J. CUNNINGHAM, OTTO GAFFRON,

C. E. BUELL,

Approved Oct. 7, 1907.

JAS. O. DAVIDSON,

Governor.

Commissioners.

RULE IV.

Section 14. In accordance with the provisions of section 20 the following positions are hereby placed in the non-competitive class.

All persons employed by the State Tax Commission and by the State Railroad Commission in determining the physical valuation of the steam railroads and the street railway and public utility properties of the State of Wisconsin, as follows:

One Civil Engineer Inspector.

One Chief Mechanical Inspector.

One Chief Electrical Inspector.

One or more Field Civil Engineer Inspectors.

One or more Field Mechanical Inspectors.

One or more Field Electrical Inspectors.

One or more Assistant Field Inspectors.

One or more engineering computers.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted Dec. 5, 1907.)

T. J. CUNNINGHAM,

OTTO GAFFRON,

C. E. BUELL,

Approved Dec. 6, 1907.

JAS. O. DAVIDSON,

Governor.

Commissioners.

In accordance with the provisions of the Civil Service Law, two new sections are hereby added to Rule IV to read as follows:

RULE IV.

Section 15. The following positions are hereby placed in the non-competitive class:

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report in co-operation with the International Association for Labor Legislation on subjects which may be agreed upon with that Association, said reports to be published by the Commissioner. This investigation shall continue for a period of not to exceed one year from the date of this rule and the compensation shall not exceed one thousand (\$1,000) dollars per annum.

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report concerning wages, hours of labor and conditions of employes of public utilities in the State of Wisconsin at a compensation of not to exceed five hundred (\$500) dollars, including traveling expenses; this position to terminate when the investigation is completed and to continue for a period of not to exceed one year from the date of this rule.

The foregoing additions to the rules prepared and adopted by the Civil Service Commission are hereby transmitted to the Governor for his approval. (Adopted March 5, 1908.)

T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

Commissioners.

Approved March, 1908.

JAS. O. DAVIDSON,

Governor.

In accordance with the provisions of the Civil Service Law, Section 3 of Rule XV is amended to read as follows:

RULE XV.

Section 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination. No person shall be deemed eligible for promotion who has served less than three months in a lower rank or grade.

The foregoing amendment to the rules prepared and adopted by the Civil Service Commission is hereby transmitted to the Governor for his approval. (Adopted May 21, 1908.)

> T. J. CUNNINGHAM, OTTO GAFFRON, C. E. BUELL,

> > Commissioners.

Approved May 23, 1908.

JAS. O. DAVIDSON,

Governor.

In accordance with the provisions of the Civil Service Law a new section is hereby added to Rule 4 to read as follows:

RULE 4.

Section XVI. The position of matron of Chadbourne Hall of the State University is hereby placed in the non-competitive class.

The foregoing addition to the rules prepared and adopted by

the Civil Service Commission, is hereby transmitted to the Governor for his approval.

(Adopted June 16, 1908.)

T. J. CUNNINGHAM, OTTO GAFFRON,

C. E. BUELL,

Commissioners.

Approved June 20, 1908. JAS. O. DAVIDSON, Governor.

In accordance with the provisions of the Civil Service Law a new section is hereby added to Rule 4 to read as follows:

Section XVII. The position of dentist for occasional service in penal and charitable institutions is hereby placed in the noncompetitive class for all incumbents not residing in the institution.

The foregoing addition to the rules prepared and adopted by the Civil Service Commission, is hereby transmitted to the Governor for his approval. (Adopted Sept. 10, 1908.)

T. J. CUNNINGHAM, OTTO GAFFRON,

C. E. BUELL,

Commissioners.

Approved Sept. 14, 1908. JAS. O. DAVIDSON, Governor.



PART III.

Statistics of Examinations.

Appointments, Removals, Reinstatements and Promotions.

STATISTICS OF EXAMINATIONS.

LIST OF OPEN COMPETITIVE EXAMINATIONS, DEC., 1906 JULY 1908.

Date of exami- nation.	Kind of examination,	Number applied.	Number	Number passed.	Ni mi cr failed.	Number
1906, Dec. 15 Dec. 15	Stenographers	83 61	52 42	 39 26	13	
1807. 1807. 1808. 18	Legislative assistant sergeant-at-arms Legislative index elerk. Legislative index elerk and bookkeeper. Legislative inborer Legislative inborer Legislative night watch. Legislative police Legislative postemaster Legislative postemaster Legislative postemier. Legislative postemier. Legislative proofrender. Attendants Tallor Assistant veterimician. lifef eleck licentsi Draughtsman Instrume examiner. Jantor Mechanician Off inspector (Jackson county) Physician. (came warden (Manitowoc county) Family officer and matron Attendant Tailor Attendant Clerk statistical. Clerk conying Clerk general Family officer aftic warden (Green and Lafa) ette counties) Lospector school for deaf To a cher Tope nere grand Police Physician Messenger historical library Curpenter Chemist Cheese factory inspector Fireman Engineer Factory inspector Factory inspector Fireman Engineer Factory inspector Factory inspector	である。 ではままでは、 では、 では、 では、 では、 では、 では、 では、	08 06 02 22 31 1 1 2 3 4 6 5 1 5 7 5 8 8 8 1 1 8 6 8 10 5 1 2 2 2 4 8 7 1 2 2 1 2 1 2 1 2 1 2 2 1 2 2 2 1 2 2 2 1 2	23 10 5 17 2 24 5 18 10 7 4 10 1 2 3 6 6 4 1 3 3 2 10 4 10 1 2 3 6 8 4 9 18 9 6 19 19 6 1 9 18 9 18	NT 28 8 18 4 22 4 4 22 23 24 4 28 22 20 20 20 20 20 20 20 20 20 20 20 20	10 R2 R3 1 4 2 2 2 4 1 1 1 2 2 2 2 2 2 2 2 2 2 2

Statistics of Examinations.

LIST OF OPEN COMPETITIVE EXAMINATIONS, DEC., 1906—JULY 1908—Continued.

finte of ctami- patker.	Kind of examination.	Number applied.	Number	Number passed.	Number failed	Number rejected.
103 10 103 10 103 10 103 17 103 24 103 24 103 24 104 24 104 19 104 19 104 19 104 19 104 19 106 14 106 21	Family officer and matron Fire marshal Machinist Mechanician Painter Teacher of vocal music Trained nurse Tailor Attendant Fire marshal (First Geputy Game warden Proof reader Stenographer Engineer Foreman fish hatchery Guard Library cierk Supervisor of dairy tests Stenographer, expert Tailor Game warden Game warden	\$122-929-335-335-350-5E	85855223905244380529K*15	85511385289-4601-648	1222 - 1 - 122224-15222-51	3
The same of the sa	Oii inspector Rookkeeper Accountant Carpenter Creamers dairs and food inspector Craiser Factors inspector Family officer Janitor Palater Planiter Planiter Plumber Mechanician Attendant Stanographer Attendant Historical fibrary Faror soperlytendent Messenger, historical fibrary Faror soperlytendent Messenger, historical fibrary Stenographer (expert), Messenger Superintendent of construction Plectona Attendants Family officer and matron touards Janitor Engineer (steam) Tailor Typewriter Tariff clerk Teacher-guard Veterinarian Messenger Clerk apprentice Bookkeeper Teacher	222244442544780000-252112-1-1222-4884 2811513001	2101866064405578668712262571822484412 722-577046	10847428111742844455762216872118675367525	11 155 82 40 8 25 8 1 4 4 1 8 2 4 5 1 4 1 8 1 1 1 2 4 5 8 4 4 4 4 4 8 1 1 1 1 2 4 5 8 4 4 4 4 4 8 1 1 1 1 2 4 5 8 4 1 8 1 1 1 1 2 4 5 8 4 1 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	

Statistics of Examinations.

TABLE SHOWING NUMBER OF APPOINTMENTS FROM DEC. 1, 1906, TO JULY 1, 1908.

	Сомре	TITIVE.	NON-COM- PETITIVE.
Position.	From eligible lists on probation.	From eligible lists for temporary service.	By examina- tion to non- competitive positions.
Architect		•••••	••••••
Attendant		•••••	••••••
Auditor		• • • • • • • • • • • • • • • • • • • •	•••••••••••••
'arpenter	$\dot{3}$	1	1
:lerk	23	30	2
llerk, apprentice	1		• • • • • • • • • • • • • • • • • • • •
'lerk, chief	1	•••••	
llerk, tariff	1	9	
lerk, typewriter	*		
'hemist, assistant	1	•••••	1
'hemist	1		1
Draughtsman	1	••••	1
Electrician	16	•••••	
Examiner, insurance		•••••	
Camily officer and matron	ប៉		
«Tremen	Ð	•••••	
Fire marshal	3	1	
Pire marshal (first deputy) Poreman (fish hatchery)	1		• • • • • • • • • • • • • • • • • • • •
iame warden	12		
iuard	ā.i		
nspector (bakery)			
nspector (tax commission)	•••••••		23
Inspector (cheese factory)			
inspector (food)			
nspector (deaf)	1		
[nspector (oll)	8		
Inspector (factory)	1		•••••
Inspector (woman, factory)			•••••
Janitor Machinist (assistant)	1		
Machinist			
Mechanician	5		
Mason			
Matron	1 6	• • • • • • • • • • • • • • • • • • • •	
Messenger			
Physician (assistant)	2		
Physician			
Plumber	2		
Police	4	1	
Special agent	3		
ShoemakerStenographer	43	44	6
Supervisor, dairy test	6		
Superintendent, (buildings)		1	
Superintendent (construction)	. 1 3		
Superintendent (farm)	1	1	
Tailor Teacher guard	8	1	
reacher guard Cypewriters	24	1	
Freasury agent	i		•
Teacher	2		2
Trained nurse			
veterinarian, assistant	1	1	

Statistics of Examinations.

TABLE SHOWING NUMBER OF APPOINTMENTS FROM DEC. 1, 1906, TO JULY 1, 1908—Continued.

	Сомре	TITIVE.	NON-COM- PETITIVE.
Position.	From eligible lists on probation.	From eligible lists for temporary service.	By examina- tion to non- competitive positions.
LEGISLATURE.			
Attendant, document room Clerk, index Clerk, journal Laborer Messenger Messenger, post office Night watch Police Postmaster Proofreader ergeant at arms, assistant	4 2 4 2 25 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1	
Office assistant Locker attendant Locker attendant Assistant Attorney General Elevator man Lock Proof reader Elevator boy, messenger Cruiser Assistant, tax commmission, valuation of rail- roads Post office messenger	1 1 2	2	2
Total	350	501	ાં હહ

	<u>;</u>	
Remarks.	Section 14. Section 17. paragraph 1. Section 17. paragraph 2. Promotion appointment. From chighby list Section 9. Promotion appointment. Fromotion appointment. By transfer from C. S. Commission, temporary.	Refustatement. Promotion. Promotion. Promotion. Transfer. Change of title only. Appointment. Change of title only. Change of title only. Appointment. Change of title only. Appointment. Appointment.
Class.	T CONTROLOGICATION AND THE SECOND AN	5/////////////////////////////////////
Service ended.		2
Service. Degun.	2 22 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
Zalary.		C BU SUESTIGES BANG
Position.	Deputy Attorney General First Assistant Attorney General First Assistant Attorney General First Assistant Attorney General Second Assistant Attorney General Law examiner Third Assistant Attorney General Clerk and stenographer Stenographer Stenographer Stenographer Gerk	Chief Mechanical Inspector Assistant and special agent Assistant field inspector Field mechanical inspector Office assistant Assistant field inspector Assistant field inspector Assistant field inspector
Name.	Jackson, Russell Titus, A. C. Titus, A. C. Titus, A. C. Tucker, Frank T. Nesserschmidt, J. C. Nesserschmidt, J. C. Nesserschmidt, J. C. Schuckhart, E. M. Schuckhart, E. M. Clemons, Fannle G. Clemons, Fannle G. Fawcett, Frank	Pannack, Mr. J. M. James, A. E. D. James, A. E. Thorkelson, H. J. Thorkelson, H. J. Thorkelson, H. J. Van Zandt, J. G. Van Zandt, J. G. Anders, F. L. Anders, F. L. Anders, F. L. Miller, W. E.

	Appoi	ntments,	Promotions,	Reinstate	ments, etc.
theage of the onts	Change of this only Abbahitment. Promotion. Promotion.	Reinstatement. Transfer Change of title only	Temporacy appointment	Temporary. Temporary From eligible list, temporary i time Reappointed, i time. Promotion	Promotion Promotion Eligible list Promotion Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list.
112777	.co : : :	COCCCCC ZZZZZZZ	CO COCC		22 22 22 22 22 22 22 22 22 22 22 22 22
#### #################################			**************************************		
282328		932229	******	8 <u>8</u> 8 2386	8 <u>393</u> 88383838
To Part of the Par					ann
	Engineering computer Stenegrapher Stenegrapher		Stenographer Assistant field in spector Assistant field in spector Assistant field inspector Assistant field inspector Copylst Spectal assistant	Clerk	Office assistant Index clerk and librarian Stenographer Clerk Clerk Clerk Special agent Assistant and special agent Special agent Clerk Officer assistant Special assistant
Matter W. P. Standard M. C.	De Blan, F. A. Mortiz, Bertha D. Mortis, Bertha	₹₹₩₩₩₩ ₽₩₩₩₩₩ ₽₽	Stank, Myrtis- Kehr I. C. Himbokit, W. K. Olsen, C. C. Rey nolds, P. N. Rey nolds, P. N.	Highbee, Hazel Highbee, Hazel Highbee, Hazel Highbee, Hazel Gruhl E. G	Spedman, J. E. Evans, Mrs. Anna W. Barnes, Elizabeth M. Norton, Flowence Q. Brabani, Edward J. Eroker, F. A. Crocker, F. A. Cr

Appointments, Promotions, Reinstatements, etc.

		Appointments, 1 tomotions, itemstatements, etc.
	Remarks.	Eligible 11st Temporary eligible 11st Eligible 11st
	Class	CRNNONNNO COUCCOCCCCCCCCCCCCCCCCCCCCCCCCCC
Contlaned	Serutor ended.	2 2 2 2 2 2 2 2 2 2
	Service	 ●おお: おおどととおおおおおおおおおおおおおおおおおおおおおおおおおおおおおおお
ASSESSMENT,	Salary.	និក <u>ក្នុង និងប្រជាពី ដីប្រភេ</u> ពតិតិសាសតិទិនិស្សស្តិស្តិស្តិស្តិស្តិស្តិស្តិស្តិស្តិ
STATE BOARD OF	Posttion	Assistant and special agent Stenographer Assistant field inspector Special assistant Special assistant Special assistant Special assistant Special assistant Assistant and special agent Assistant and special agent Special assistant Assistant and special agent Special assistant Assistant and special agent Special assistant Assistant field inspector Assistant inspector
	Уппи	Schmich, R. A. Gildden Violet. Owen G. E. Ludson, D. E. Serrist, H. R. Blanchard, A. W. Cowles, H. V. Cowles, H. V. Cowles, H. V. Cowles, H. V. Karges, R. A. Kargen, J. H. Cortin, J. H. Cortin, J. H. March S. R. Hatch S. R. Holles, H. E. Hatcher, K. M. Spencer, E. M. Spencer, E. M. Spencer, E. M. Spencer, E. M.

Temporary, eligible list. Temporary, eligible list. Temporary, eligible list. Reappointment.	Temporary, eligible list. Temporary, eligible list. Temporary, eligible list, i time Temporary. Figible list. Eligible list. Eligible list. Section 17. paragraph 1.	Reinstatement.
	EEEEE STATATATATATATATATATATATATATATATATATATA	ごとこ
25555 25555 2555	5-5-5 8-8-8-8 8-8 8-8-8 8-8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8-8 8 8 8-8 8 8 8 8-8 8 8-8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	
155558 15555		6 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 - 5 -
	**************************************	325
Fairt and assistant Cirk Cirk Cirk Cirk	Clerk Expert and assistant Assistant in reassessment Assistant field inspector Stenographer and clerk Clerk Typewriting clerk Typewriting clerk Engheering computer	Assistant field inspector Assistant and special agent
Mewitt, Mary Colonian, Mary Dillman, Fisher Di		Bennett, W. B. Blanchard, G. W.

	•	

	Remarks.	Increase in salary. Engible list. Cert. refused. Not from el. list.		Eligible list. Promotion. Increase in salary. Increase in salary. Eligible list. Promotion. Increase in salary. Femporary. eligible list. Temporary. eligible list.		Original employe. Section 14. Original employe. Promoted. Original employe. Promoted. Transfer from state tax com. Filicible 11st.
!	Class.	4 000 4 00		5555 <u>6</u> 5555555555555		
•	Service ended.			8	نيز	©;
TROL.	Service begun.	*****	CE.	*-*************************************	COMMISSION	1919 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
OF CONT	Salary.	855288 855288 855888	L SERVIC	2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2. 2	FOOD C	<u> </u>
BOARD	Position.	Secretary Chief clerk Clerk second assistant Clerk first assistant Stenographer Clerk Clerk	CIVIL	C'hief clerk. C'bief clerk. C'bief clerk. C'bief clerk. C'bief clerk. Stenographer. Assistant examiner. Assistant examiner. Assistant examiner. Stenographer. Stenographer. Stenographer. C'berk. C'be	DAIRY AND	Creamery, dairy and food inspector Assistant Creamery, dairy and food inspector Creamery, dairy and food inspector Assistant chemist Assistant chemist Assistant chemist Assistant chemist Creamery and food inspector Assistant chemist Assistant chemist Creamery dairy and food inspector
	Name.	Tappins, M. J. Lerum, A. C. Bart, W. F. Lerdall, H. F. Dunn, Fannie Rarnard, J. E. Tinsel, Gertrude		Fawcett F. L. Fawcett F. L. Fawcett F. L. Circig. Corollne. Knight. H. S. Sauthoff. H. Schram. P. Hugzin. C. Knoepirel.		Larson, H. C. Larson, H. C. McAdam, Will McAdam, Will Kundert, A. F. Vorton, Florence Klueter, Harry Klueter, Harry

		dept.	
Sections II foot the raids to the first the terms of the first terms o	1	Section is, paragraph : Section is, paragraph : Eligible list Eligible list Eligible list Section if emergency Section if haragraph 2	herease in salary. Intrease in salary. Eligible list Eligible list Eligible list Intrease in salary. Intrease in salary.
		ಷೆಕೆಟ್ ಬಲಲ : : : : : : : : : : : : : : : : : :	<u> </u>
-	,	本	, ; ,
10年 10年 10日	ISHAL.	を表現を表現を表現の を対象がある。 を対象がある。 を対象がある。 を対象がある。 を対象がある。 を対象がある。 を対象を表現を表現を表現を表現を表現を表現を表現を表現を を対象を表現を表現を を対象を表現を を対象を表現を を対象を表現を を対象を を対象を を表現を を表れを を表れを を表れを を表れを を表れを を表れを を を を を を を を を を を を を を	1-131448948
# <u>0</u>	TATE FIRE MARSHAL	COMMISSION CONMISSION CONTRACTOR	3 93322833
ers electedul ers electro med fonel livera fectory, electro med fonel	STATE	Stenographer Chief assistant fire marshal Departs fire marshal Reporter Reporter Reporter Remographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer	Superintendent Chic F. lerk Clerk Laborer Entennan Fish exper Laborer
Properties P. P.		Parted Kate Section J. M. Eggl. Wm. fe. Hart. Lawrence. Kiland to H. Summers S. S. Vandweboom E. J. Canal May M. Canal The M. Florin J. E. Rienski, M. Wild, Maude Sanita Ans Hatl, F. W. Wild, Maude Sanita Ans Farence Candia Values E conservation Condition Partent Candia Partent Candia	Norths Jas Sykes / Patterson M Norde F Zalsman P.G Holtman B Wabburke / Wabburke /

1			<u> </u>	····
Domento	Kemarks	Eligible lating for reflect in salary increase in salary. Eligible jist promotion, increase in salary. Temporary. Temporary.		Eligible list. Eligible list. Eligible list. Appointed from eligible list. Appointed from eligible list. Section B. rule 13.
Class		4666666	i	
Hervice	ended	150 150 150 150 150 150 150 150 150 150		
Service	hegun.	######################################	1	+4444414444444444444444444444444444444
Salary Service		58888888888888888888888888888888888888	FORESTRY.	Acceptance of the control of the con
Position	LOSKION	Assistant on car Foreman Foreman Foreman Foreman Foreman Foreman Clerk and stenographer Clerk and stenographer	152 laborers employed temporarily at \$1.50 to \$2.50 per day.	Stenographer Cruiser
Name,		Vance fas Maag J. Ripple, Robt. Durkee, B. Gallagher, A. Gallagher, A. Gallagher, A. Gallagher, A. Sykes, H. Sykes, H. Nevin W.	152 laborers employ	Spoor Leone Jacubs, P. C. Coara, R. T. Dorfot, C. C. Owens, T. J. Brooks, C. R. Flexchsig, J. Thorbaum, F. Haggard, S. W. Shelp, T. H. Gruber, J. Owen, W. Smith, D. Lord, A. I. Lord, A. I. Lord, A. I. Lord, A. I. Raidwin, B. Nauman, D. J.

Appointments, Promotions, Reinstate

	Appointments, Promotions,	Kett	nstatements, etc.
	Engible list lucrease in salary. Engible list.	,	Eligible lbt. Temporary, Sec. 17, paragraph 1. Certificule refused. Eligible lbt. Commission reissued. Eligible lbt. Commission reissued. Eligible lbt. Fligible lbt. Fligible lbt. Fligible lbt. Eligible lbt. Commission reissued. Eligible lbt. Estimorary, Sec. 17, paragraph 1. Temporary, Sec. 17, paragraph 1. Commission reissued. Commission reissued.
POINTELLE		SN:	
LIBRARY	1222	GAME WARDEN.	
46116	Labony Stenographer Stenographer Stenographer and clerk Stenographer Stenographer Clerk Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Messenger Messenger Messenger Messenger Messenger		Deputy
	Curtis, Lucy Metann, C. Johnson, I. Curtis, Lucy Mayers, Anna Scott, Laura Mary Larson, L Scott Merson, Alice McGee		Ansorge, II. A. Burgett, W. W. Burgett, W. W. Clark, Robt. Cole, W. A. C'hristiansen, M. De Long, T. R. Follet, C. F. Good, C. J. Good, C. J. Hulbert, A. T. Hulbert, A. T. Lawson, F. Lawson, F. Lawson, F. Lawson, F. H. Lawson, F. H. Lawson, F. H.

Appointments,	Promotions,	Reinstatemen	ts, etc.
1		1	1

Name.	Position.		Salary.	Service begun.	Service ended.	Class.	Remarks.
Lynn, C. A	Deputy		F.F.	12-21-	12 1 07		Temporary. Eligible list.
Olin. C. C. Perry, F. M.	Deputs		<u> </u>	(-)	11 24 47		
Rooth, C. E.	i Meputy.		RA	Z Z			Commission reissued. Appointment, eligible list
anderson II.	P-puty		.2.5		¥ -		
Stratts of Williams				2			
Frue I W	Deputy	24 2	8.2	₹ :			Commission resource. Appointment, elicible list.
Vollbrecht H			3.5	3			
	Deput Comments		2 m 	: - +	£ + +		Commission refssued.
l'umelie. M. J.			_	Z.			Fligible list.
McManus, P.	Desput C			£ 2 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	15. A. C.		Filtrole IN. (7. 17 paragraph)
	Design V.			न	7		-
Davis W. A.	Depart S	28	S	**	**		Sec. 17.
Kennedy. R.	Melputy		¥.5	£ 3	I 3		Temperate Sec. 17. paragraph
Ruchanan O	Z-rait			3			
Kohrecht, M	1 North		-11	**			Eligible list.
Rowell, Jos.	Perputy			\$\ *	77	: ن ک	Flightle list.
Parnier W. F.				; E			religion at 3.
Nurderk, C. R. Richtman, S. P.	Peputy		- <u>1</u>	* 22 * 23	. :		Temporary. Sec. 17. paragraph 1 Temporary. Sec. 17. paragraph 1
		BOARD OF	OF HEALT	ra.			
Hutcheroft, L. W. Hutcheroft, L. W. Hutcheroft, L. W. Wolf, May.	Chief clerk Chief clerk Clidef clerk Clerk	200 P P	#8888 #5464	55858	x -		Increase in salary. Increase in salary. Increase in salary. Increase in salary. Title changel elicible list
Pfeister, Edna Pfeister, Edna			888	7. E. E.	£ £		(v. 17. par.

Appointments,	Promotions,	Reinstatements,	etc.
---------------	-------------	-----------------	------

## 00 12 13 14 15 15 15 15 15 15 15	0; 3 1 0; C. Ellicible list. (6; 3 1 0; C. Resigned. (6; 6- 1- 0; C. Resigned.	Ex Section 14.	Fligible list. 10-1-07 10-1-	6 6 6 C. Fligible list. 9 9 1 - 08 C. Temporary 3 mos. eligible list. 9 9 1 - 08 C. Temporary, eligible list. 9 1 - 08 C. Temporary, eligible list. 9 1 - 08 C. Temporary, eligible list. 9 - 1 - 08 C. Temporary, eligible list. 9 - 1 - 08 C. Temporary, eligible list.
Erapher Eraphe	-211-55			7.7.7.18T
	lerk lengrupher			LABOR

Appointments, Promotions, Reinstatements, etc.

Godfrey, A. Clerk. Showalter, W. Clerk. Coleman, M. O. Chief clerk. Colton, A. J. Cherk. Beck, R. Clerk. Stenographer. Vallier, J. E. Stenographer. Vallier, J. A. Stenographer. Norlis, J. A. Factory inspector. Namens, A. L. Factory inspector. Namens, A. L. Factory inspector. Fac	Position.	**************************************		%ervire ended. 9		Temporary, eligible list. Temporary, eligible list. Temporary, eligible list. Section 14. Increase in salary.
Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Factory Factory Factory Factory Factory Factory Factory Factory Factory Clerk Clerk Clerk Clerk Stenogra Stenogra Stenogra Stenogra Stenogra Stenogra Stenogra Stenogra					ರಲಲ್ಲಿ	,
Clerk Clerk Clerk Clerk Clerk Clerk Clerk Factory Factory Factory Factory Factory Factory Factory Factory Factory Clerk						
Chief clerk Chief clerk Clerk Factory Factory Factory Factory Factory Factory Factory Factory Factory Chief Factor					ಶಲಲಕ್ಷಣದ ಎಂದರ ಎಂದ	
Chief clear Stenograph Stenograph Factory Fact				-1	ಲಲ್ಲಿ	ezzazazaza
H. Stenogram E. Stenogram A. Factory Factory H. F. Factory R. Factory R. Factory Pactory Pactory Pactory Pactory Pactory Pactory Woman factory C. Stenogram Special agrees C. Stenogram Stenogram Stenogram Stenogram Stenogram Stenogram Stenogram Stenogram Stenogram				g		
E. Factory I. Factory					0000000	
Factory I Factor						eesesee
H. F. Factory I. Facto						22222
H. F. Factory I. Facto						2222
H. F. Factory I. Special a. Special a. Special a. Special a. Stenografic					نات	ZZZ
Hactory I Factory I Factor					: ::: ::::::::::::::::::::::::::::::::	33
Factory 1 S. Factory 1 Senogral 2 Stenogral 3 Stenogral 4 Stenogral 4 Stenogral 5 Stenogral 7					-	Ξ
S. Factory I. Factory I. Factory I. Factory I. Sakery I. Sose Woman for Stenogral I. Special agency is Special agency is Stenogral I. Stenogral II. Stenogral I. Stenogral I. Stenograp I.			<u> </u>		: : :	
J. L. Factory in Factory in Factory in Factory in Sakery in Some Clerk of Special agence in Stenograph of Stenogra			•			
m Factory Ose Woman Vin Clerk C Stenogra C Special of Cene Special of Cene Special of Cene Special of Cene Special of Contract of Special of Special of Contract of Special of Spe			355			Eligible list.
Win Stenogra		_	-		ر د	Increase in salary.
Von Win C Stenogra D G Special of Pene Stenogra			- :		· · · · · · · · · · · · · · · · · · ·	Increase in salary.
	ispector		*		: در: -	Elixible list.
D. G.		3 E	100 mm	5		First Signal Sig
alla.		35	. 1			Rule 2, section 4.
			12			Rule 2. section 4.
				3 - 2 - C		eligible
			1			
		2 3 3 5	12-31-07			Temporary, eligible list.
Rushnell I Clerk			19 31 02	80-51-5		Temporary
	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		Ι ΄	Ι,		
			į	1		
/sky. (i C]			ĺ	20-10-04		Temporary, eligible list.
		_	12 - 31 - 06		· · · · · · · · · · · · · · · · · · ·	
D			1	•	····	
				,		Temporary, eligible list.
Wannsley, v Clerk		2 2 2 3		1	:: ::::	Temporary.
				10 - O 2	:: :::::::::::::::::::::::::::::::::::	Tonixinary allemba list
W. J. Hagenah Assistant deputy.			i '		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	

	Finciple list. District abolished. District abolished. District revreated. Temporary, sec. 17, par. 1. Eligible list. Eligible list. Filgible list. Filgible list. Temporary, section 17, par. 1. Eligible list. Temporary, section 17, par. 1. Eligible list. Temporary, section 11, par. 1. District abolished.		Eligible list. No eligible list. Promotion. Promotion. Promotion. Promotion. Eligible list. Eligible list.
	202000000000000000000000000000000000000		
			\$ -18 -68 -88 -88 -88 -88 -88 -88 -88 -88 -8
PO 16.		ERTY.	
- SELEXI		IC PROPE	
7110	Deputy	PURLIC	Janitor Fireman SuperIntendent Assistant Superintendent Fingineer Police Flevator man Police Janitor Laborer Janitor Janitor Laborer Janitor Laborer Janitor Laborer Janitor Laborer Laborer Laborer
	Trumbull, N. Campbell, J. Campbell, J. Campbell, J. Stouthamer, J. Stouthamer, J. Schoenfeld, W. Wilson, F. Charlesworth, F. Charlesworth, F. Charlesworth, F. Molder, G. H. Holder, G. H. Clayton, B. Trumball, F. E. Cirueber, N. Douglas, R. Cirueber, N. Douglas, R. Cirueber, J. L. Harderroad, J. L. Harderroad, J. Luth, R. Gruber, J. V. Schur, J. V. Schur, J. V. Schur, J. V.		Jennings. J. G. Hollatz. C. A. Bennett. C. C. Groves. J. W. Holmes. A. J. McCoy. J. B. Hoffman. J. Ford. Matt. Ford. Matt. Davies. T. J. Davies. T. J. Comford. R. Comford. R. Comford. R. Mason. W. Hart, H. G. Hughes, J.

				romotions, Reinstatements, etc.	
	Remarks.	Eligible list. Eligible list. Temporary, eligible list. Temporary, eligible list. Transferred from laborer	16 laborers increased by law from \$50 to \$60 per month.	Eligible list. Increase in salary. Transfer. Eligible list. Eligible list. Increase in salary.	Eligible list, temporary. Section 14.
	Class.	コココロロ	ased by 18	り取りさいというというというで	
	Service ended.	12 -30 - 67 6 - 1 - 68 2 - 6 - 08	orers incre	3	X) -0 -1-
-Continued.	Service begun.	11 - 1 - 07 11 - 1 - 07 11 - 20 - 07 7 - 1 - 07 1 - 6 - 08 9 - 20 - 07	2	×174 TE. STATE.	X0-0-1
PROPERTY-	Salary.	888888 88888	ib. FOR COMMISS		£ 55
PUBLIC PRO	Position.	Laborer Laborer Stenographer Laborer Fireman	Janitors increased by law from two to \$70 per month. RAILROAD	Stenographer Expert Messenger Clerk Clerk Clerk Clerk Clerk Statistician Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Clerk docket Clerk Gocket Clerk Statistics and law Clerk Statistics And law Clerk	Stenographer Assistant Secretary of State
	Nam.	Briggs, W. Thorsnes, E. Gunderson, C. Sturdevant, A. Lake B. J. Hart, H. G.	29 police and Janit	Yaker, K. Kerr, W. D. Deneen, W. Hogan, J. F. Potts, A. W. Schram, P. Timm, W. Schreiber, C. J. Wallser, S. T. Sher, J. Cilover, L. A. Gilover, L. A. Gams, R. V. Moore, Rose Smethurst, J. Hagenah, W. Gelsse, H. Gelsse, H.	Berry, Rose. Torge, A. T.

Network I. Netwon A. J. Netwon A. J. Netwon A. J. Anderson R. J. Galloway, A. W. Karras, A. L. Wood, L. W. Harper, C. L. Hunt, W. H. Drewry, G. Rice, O. S. Casey, Dora Parsons, C. Winnie, A. J. Merrick, W. H. Pfeister, E. Pfeister, E.	A selstant superintendent A selstant superintendent Rich a shool inspector Stenographer Vault clerk Which school inspector Cherk school inspector State school inspecto	25 25 25 25 25 25 25 25 25 25 25 25 25 2	NDENT 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	20 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		Fligible list. Promotion. Eligible list. Promotion. Eligible list. Promotion. Reinstated. Eligible list. Promotion. Reinstated. Increase in salary. Increase in salary. Increase in salary. Increase in salary. Eligible list. Fligible list. Fransfer from U.W. Eligible list. Increase in salary. Fligible list. Fransfer from V.W. Fligible list. Increase in salary. Fransfer from V.W. Fligible list.
	APPOINTMENTS, PROMOTIONS AN	AND TRAN	NSFER- IN	IN THE UNIVI	UNIVERSITY.	
Busselman, W. Anderson, F. Anderson, F. Croft, Harry, Croft, Heary, Sale, O. Eastman, Oco. Gruen, D. Gunheim, Rapp, F. H. Rom melfanger, M. Scott, G.	Bookkeeper Carjenter	S	2 — 1 — 07 12 — 5 — 66 8 — 17 — 07 10 — 25 — 68 11 — 25 — 68 12 — 19 — 68 10 — 10 — 07 1 — 18 — 06 7 — 9 — 06 9 — 24 — 68	2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -		Eligible list. Section 17. par. 1. Section 17. par. 1. Section 17. par. 1. Section 17. par. 1. Femporary, section 17. par. 1. Eligible list. Eligible list. Eligible list. Eligible list. Section 17. par. 1. Eligible list.

Appointments, Promotions, Reinstatements, etc.

1	
Remarks	Section 17, par. 1. Section 17, par. 1. Section 17, par. 1. Ellerble list. Ellerble list. Section 17, par. 1. Section 17, par. 1. Section 17, par. 1. Rule 4, section 4. Rule 4, section 4. Rule 4, section 4. Increase. Increase. Increase. Increase. Ellerble list.
Class.	
Service ended.	상 용 전 전 보다 등 상 성 전 용을
Mervice begrun.	「ではなるとももの」。これでものできませるからなると、「はなるなるともできません。 「本質的に対しな、「一当もに契約をしまれたはないとともできたは対象もとしなる 「ままためたまださっただままれたなななななだだななななななまである。」
Nalary	30 T = 1285 8 2 0 105
Position.	Cherk Clerk Clerk Clerk Clerk Clerk Clerk Executive clerk Executive clerk Executive clerk Executive clerk Supervisor of dairy tests
Name,	Mently Robt Rently Robt Rently Robt Rently Robt Freelex E Freelex A Guillattes, A Guillattes, A Guillattes, A Herfurth, Ida Herfurth, Ida Herfurth, Ida Herfurth Go Narth G Na

So the control of the	A Section 17 Sect	Section 17 particle list C. C	25 B 7 - 1 07 3 14-07 C Three bours, see 17 par. 1. 25 C 3 14-07 S 14-07 C Eligible list 25 C 4 21-08 C C Eligible list 35 C 5 1 07 C C Eligible list 35 C 6 1 07 C C Eligible list 35 C 7 1 07 C C Eligible list 45 C C Eligible list 45 C C Eligible list 45 C C Eligible list 50 C C C Eligible list 50 C C C C C C C C Eligible list 50 C C C C C C C C C C C C C C C C C C C
F. Mov. Produces I d. Flydman Mr. f., Flydman Product Flydman	John Chris	Wm Plumber Painter A Painter Hanter X Painter C. D Painte	

Ap_{j}	pointments,	Promotions,	Reinstatements,	etc.	
1				٠ ;	5

_		
Continued	Remarks	Section II paragraph 1
	Class	
E UNIVERSITY	Service ended.	
RE IN THE	Mervice begun,	● まま まままのまからはないので しゅう なりをおけるこうとうしゅうかん できる いまい はいなー しゅう はんびゃなしゃ しゅう しんびゅうしゅう はんびゃなしゃく まっと しゅうない はんびゃなしゃく はんびゃない はんじゅう からない はんじゅう かいまま まっと しゅう ない ない
AND TRANSFERS	Salary.	\$
APPOINTMENTS PROMOTIONS AND	Position	Nechanician and machinist Nechanician and clerk Stenographer and clerk
r	\ame	Craft A N Fruct-schler M F Fruct-schler M F Fruction C B Halleck F E Hoffman O, P. Millien R E. Nochamic B Fost L M Rosmer R Glen Mars Masson Mahaln Masson Masson Mahaln Masson Mansson Mahaln Masson Masson Mahaln Masson M

				, –
Eligible 11st. Rule 4, section 4. Ultible 11st. Eligible 11st. Eligible 11st.	Section 17, paragraph 1. Section 17, paragraph 1. Eligible 11st. Eligible 11st. Section 17, paragraph 1.	Section 17, paragraph 1. Section 17, paragraph 1. Promotion, eligible list.	Eligible 11st.	loceasional service at compensaty for temporary and oceasional erage of \$12.60 per month, each.
				ent and alversit an ave
				rmane he Ui
2 -	# # # # # # # # # # # # # # # # # # #	11 10 07		ary. pel nt in t
			•	mpora oymei its, et
25.42	2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -	221 -08 1 -18-07 8 1-07 8 1-07	1 707	for ter emplessistar
	3 2	2 :		ory as
48444		83	1	us lab
Tenegrapher and Tenegrapher an	Frhubring Mrs. E. J. Stenographer and clerk Stromme. E. Stenographer and clerk Thompson. Alice. Stenographer and clerk	Menographer and Menographer and Menographer and Menographer and	ertha Stenographer and	*Hour. In addition to the above 135 persons have been employed as laborers for temporary, permanent and occasional service at compensations ranging from \$35 to \$55 per month. Under the provisions of rule 2, section 5, 150 University students received employment in the University for temporary and occasional service in various occupations, as clerks, laborers, draftsmen, laboratory assistants, etc., receiving an average of \$12.60 per month, each.

EXPENDITURES OF THE CIVIL SERVICE COMMISSION.

Chargeable to the Appropriation of \$10,000 for the Year Ending July, 1907.

Sparling, S. E., commissioner, sal. and exp	\$680 00	
Cunningham, T. J., commissioner, sal. and exp	1,483 83	
Gaffron. Otto, commissioner, sal. and exp	1,181 66	
Doty, F. E., secretary, sal. and exp	2,577 81	
Sexton, J. M., clerk, sal. and exp	1,275 56	
Greig, C. B., stenographer	723 34	
Knoeppel, Louise, clerk	217 60	
Preston, Mrs. C. H., reader	8 00	
Fawcett, Frank, reader	403 00	
Knight, H. S., reader	230 00	
Olson, C. P., reader	140 25	
Bunsa, G. E., reader	43 00	
Lambeck, A. H., reader	15 00	
Shepard, W. H., reader	1 50	
Boyles, C. M., examiner, expense	1 55	
Dresden, B. M., examiner, expense	5 38	
Hooper, J. T., examiner, expense	6 90	
Ives, Guy. examiner, expense	7 00	
Sheldon, E. E., examiner, expense	75	
Nee, T. A., examiner, expense	3 12	
Nye. C. H., examiner, expense.	32	
Crothers. G. E., examiner, expense	1 00	
Spence, Harry, examiner, expense	51	
Drake, H. B., examiner, expense	12 50	
Skinner, H. J., examiner, expense	4 00	
Harvey, L. C., examiner, expense	1 00	
Rhoades, G. B., examiner, expense	1 40	
Welch, T. M., examiner, expense	3 14	
Chronicle Co., The, La Crosse, advertising	7 65	
Evening Telegram Co., Superior. advertising	3 00	
Hicks Printing Co., Oshkosh, advertising	4 55	
Milwaukee Free Press, Milwaukee, advertising	2 80	
State Journal Printing Co., Madison, advertising	2 86	
Sentinel Co., Milwaukee, advertising	1 19	

\$9,017 20

EXPENDITURES OF THE CIVIL SERVICE COMMISSION.

Chargeable to the Appropriation of \$10,000 for the Year Ending, July, 1908.

Cunningham, T. J., commissioner, sal. and exp	\$1,481.58
Gaffron, Otto, commissioner, sal. and exp	1,071 16
Buell, C. E., commissioner, sal. and exp	783 40
Doty, F. E., secretary, sal. and exp	2,605 97
Sexton, J. M., chief clerk	37 50
Fawcett, F. L., chief clerk, sal. and exp	874 39
Breitkreutz, J. M., clerk	30 00
Greig, C. B., stenographer	829 00
Huggins, Carrie, clerk	13 80
Knight, H. S., clerk	1,119 10
McIver. Mary, clerk	96 50
McGuan, C., stenographer	22 50
Roump. Alma, services	2 75
Sauthoff, Harry, clerk	102 50
Schram, P. H., clerk	41 65
Yates, B., clerk	10 00
Chronicle Co., advertising	3 60
Democrat Printing Co., advertising	2 85
Evening Telegram Co., advertising	1 80
Evening Wisconsin Co., advertising	30
Germania Herald Assn., advertising	1 00
Herald Advertiser, advertising	1 10
Journal Co The, advertising	1 10
La Crosse Chronicle, advertising	GO
Milwaukee Free Press, advertising	16 80
Monroe County Democrat, advertising	1 30
Milwaukee Sentinel, advertising	1 12
News Publishing Co., advertising	4 35
State Journal Printing Co., advertising	2 16
Telegram Publishing Co., advertising	3 75
Waukesha Freeman, advertising	70
Waukesha Dispatch, advertising	50
National Civil Service Reform League, sub	6 00
· · · · · · · · · · · · · · · · · · ·	

\$9,176 83

Expenditures Chargeable to the Appropriation of \$2,000 for local examinations, \$1,536 26.

EXPENDITURES OF THE CIVIL SERVICE COMMISSION.

Chargeable to the appropriation of \$2,000 for local examiners for the year ending July, 1908.

Name.	County.	Number of examinations held.	Number of times present.	Per diem and expenses.	
Adams, G. W		3	2	्रेहर् (N)	
Ahlstrom. Mabel		1	1	15 00	
Austin, A. J	Vilas	5 5	1	3 (10)	
Bailey, M. S.	Chippewa	ř	÷	21 00	
Barry, A. J	Marquette	()	Ò	1	
Bauer, Oscar H	Dodge	4	4	12 00	
Beckwith. A. C Behrens. W. F		3	3	15 00	
Bennett. J. Henry	St. Croix Vernon	• • • • • • • • • • • • • • • • • • •		*3 00	
Blackhurst, E. M		5	ä	9 0	
Blandin, A. A	Ozaukee		ï	3 00	
Blegen. Louis	St. Croix		2	6 00	
Borgman, John M	Kewaunce		1	3 00	
Bourn, A. F	Portage	1	1	3 40	
Bowell, H. J Boyles, C. M	Lincoln Waupaca	• • • • • • • • • • • • • • • • • • •	Q Q	9 (M)	
Bray, T. E	lowa		ő	4 (M)	
Brockett, J. C	Grant	$\tilde{4}$	ï		
Brovold, E. J	Trempealeau	7	ĩ	23 (10)	
Buckley, M. A	Taylor	3	3	*3 (11)	
Buklin, F. W		· 2	1 2	*3 (0)	
Buckmaster, Albert Bunnell, M. L			.) ?	j 9 (k)	
Burke, Timothy		: B 1	6	18 00	
Byse, G. M		4	¥ 4	12 00	
late, W. S	Ashland	7	Ò	1	
Chadborune. F. W	Fond du Lac	G	5	15 00	
Clough, W. G		5 [4	12 00	
Connor. Matt		5	i i	3 00	
Cook, Grant			4	*6 00 3 00	
Cook, Paul	Donglas	8 1	()	3 187	
Conway, J. W		4	ï	*	
Crothers. G. E			5	15 00	
Cunningham, H.J			ភ្	15 00	
Dell, F. B	Jackson		5	15 00	
Dewey, J. I Dieckman. Theo			()	10 04	
Donnelly. Patrick			8	3 (10 24 30	
Oraper, F. W			2	**	
Dresden. B. Mack	Winnebago	5	.5	15 (0)	
Drisen. W. H	Kewaunce	4	1	3 00	
Elfers, J. C		<u> </u>	0	,	
Eberwein, U. J			1	3 00	
Ellison, M. G Evenson. C. H			0 3	9 00	
Fairchild. A. N	Sauk			18 00	
Paust, H. H.	Waupaca		3	9 00	
Pavell. P. T	Chippewa		4	12 00	
² eist, Grover	Rusk	4 ;	3	9 00	
^e ernandez. D. W	🗦 Winnebago	6	6	18 00	
Cinch, Henry			0		
Sisher, W. E			2	6 00	
Fleming John B Fowler, F. H			0		
Frye. T			11	3 (0)	
ianz, J. A			1	3 (9)	
lardner, H. L			2	* 6 00	
ichrand. G. W	· Sauk	4	2	6 00	
illette. A. D	1 Dangles	8 1	2	24 (0)	

EXPENDITURES OF THE CIVIL SERVICE COMMISSION | Continued.

Name.	j	Counts	Number of examina- tions held	Number of times present	a	dien nd enses,
ohlke tr H		Marinette .	4	4	1 1	2 (0)
raves, Frank	·	Vernon	3	5	_	5 00
raves & Earll .		Cra vford .	3	1	4	B (III)
otions R.B. 👝 👝		Sauk	5	4	- 13	2 (6)
rimmer Elmer.		Marinette	4	0		
orism G C		Columbia	i	0		
row Chas. F	- 1	Clark	45	4 0	113	2 00
fammell David . Janson, V.C.		Outagamie Racine	5	0	. ,,	
Income R.C.		Washburn .	3	ï		3-00-6
Interson R. S.		\dams	ï	Ö		13. 414.
Daires L. 4		Oconto	ü	6	1	H (00)
las twood John.		Jefferson ,	'n	4		2 (0)
bea box 10 J		Waukesha	ti	ı		3-00
fetatuessa y Bajal		Fawler .	3	3	1	0.00
ligkerson a. H		Burnette.	1	0		
DREB.)unit.	5	0		* *
ines, M. A		Barron Kenosha	ž	0	1	
ogan T.W.,	'	Langlade	19	ì		2 00 3 00
ngue al W		La l'avette	2	ė	•	o was
ouper J. T		Ashland .	7	Ď.	19	8 00
umes Geo. C	*	Calumet	.; 	ï		3 (0)
urlbut fra D		Crawford		• • • • • • • • • • • • • • • • • • • •		6.00
t 7 flgo	1	Pierce	1 '	(1		
stram (A		Peptip .	3	0	4	
ekson M. H	+	Wood,	4	3	. 1	(10)
eckson Ole		Monroe ,	45	1	:	
etiks Aldro etti Joseph	Į.	lowa.	2	(1	-	T child
ohnson, W. A	r	Kewaunee Grant	*	i i		3 (4)
ohnsui PH		Trempeateau	I	¥ i	- 1	1 27
olusion, C. R		Marmette	1	ő		
olmer R L		lowa	4	ΰ		6 (80 -
om s J E .	. '	Columbia .	5 5 4	â	13	5 (9)
amm, H. A		Forest	-1	1		1 (9)
ane Nellie		Ashland	₹	1	. ;	3-00
eller Supt. John .		Dodge .	4	3 11	•	*
ettev John Jr 🧠 Jeffev Geo V 💛	* **	Oreen Luke,	5 6	3 2		100
ellogg Dr A.		Columbia	3	ŝ	1	5 00
ing Thomas	*	auk		ĭ		100
sketer Win		Washburn.	3 3 7	2		5 37
vokiman (B		Marathon	7	l l		3 000
ambert B. J	•	Lincoln .		ø		
этелен С. И	- i	Dodge	!	1	2	3 40
andgraf G. H.		Marinette .	4	0	٠.	
ers Robert .		Price Ruffalo	1 4 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1	. '	5 (10)
awks J P		Adams	ī	3		\$ (00)
attement B. F.	'	Sheboygan	<u> </u>	i		50
sald M. V.		Sawser .	.3			5 (00)
មាស់ស្រាស្រា		Buy field	Ï	ì		E (91)
and land R E	,	LaPayette	4	4	l ji	2 (0)
and FA		Quelda	4 5	4		2 (0)
And Sam		Jackson .	5	ų.		5.00
e lelland E C		Barron ,	ě		1 .	00
htendell finalet leter R.B.		LaPayette	4	4	į, D	2 00
ajkla W N		Monroe , Rusk		ï	+	5 00
Lane D E]	Washington	*		-	i UU
Millian Martie.	-	Juneau	4 2	1	*	, 441
Nulls Bernard		Sank	3	i o		5 (N) .
takene F. W.,		Wankesha.	b		`	
farston O.J	`	Foud du Lac	3	0		
larsh (* ()	1	Lamglade,	-3	1		i dg
artin Joseph		Brown	' <u>U</u>	2 2 3 7		1.00
waum John	***	Forest	5	2	4	i (NP -
eadows, C. W		Barron				

EXPENDITURES OF THE CIVIL SERVICE COMMISSION | Continued

Name.	Counts.	Number of lexamina- tions held.	Number of times present	Per diem and expenses
lonty C. W	Polk	4 9	2	6 20
lorgan James.	Vilas	2 2 2	(1	10 100
forrissey, G. M.	Calumet .	3	20	1 6 00
forton, R. D	Rusk .	1	0	in r
lunroe F. E. Iurray, E. W.	. Price	3	l <u>š</u>	já '
lyriand. A. J	. Burnett	, [t) th	
ash Archie	i Manltowee	î	0	** ***
ee. Tom	Richland .	4		12 00
lehaus, II, J	Buffalo	2 3	1 1	1 3 (0) 4 % (0)
ewcomb. W. B	Peplu	3	1	! 3 00
ye. C. B.,	Grant	1 4	3	%6.00
scar, S. A)	i i	3	9.00
rr. W. C	Oneldn .	4	9	9 (0)
Ison, J. E	, Dane	Ī	1 1	3 00
ertlow. II. W	Shawano		ı î	3 00
atterson, T. II.	i Green	5	3	*6 00
enn J.C	Winnebago	d	5	15 00
lere - Hum bires	Unitagamie	ű.	2 2	6.00
Inkerton & T	, Crawford	3	2	6.00
ofter * G .	Green Lake	1	1	8.00
rutt, Grant E	Richland Richland	1 .	- <u>a</u>	6 00
ratt, F. H athsack Wm	Manitowoe	1 7	, õ	0
ay, S. B	Wankesha	i ii	6	18 00
0991 W V.	Oneida	4	. !	3 00
lehurdson M P	Rock	6		12 00
ly W B	Washington	2		3 00 43 00
oberts, L. D	- Shawano	1	1	12 00
objerts. (c. J	! Ashland	4	3	6.00
inderson, Thos	Columbia	Ī	ō	
inderson M. M	Pierec	2	<u>9</u> 5	6.00
inford, C. M. 🔑 🔑	* Monroe	. 46	•	[5 00
ggerhering, R. L	Marine Commission	. " 1"		3 (0) 12 (0)
hultz, J. J	. Kewaunce . Eau Claire .	1 7	ě	1 18 00
hultz W. H.,	Chippewa	. 3	' ë	*****
christ, F K	Portage .	1 6	1 15	18 (0)
naw, Sam	Porest	1 15		3 (0)
refler, Fred -	Oconto	15	5 1	15 00 3 00
erron, J. J	Green Washburn	1		3. nn
delds, J. H. wemaker A. H	Eau Claire	3	i i	3.400
diner H.J.	Monroe.	46	4	12 00
ater J. C	Nenosha .	5	3	15 (1)3
natley S. E. 🕠 🔻	.' Grant,	4 3	0	T (MA)
nith J. M.	Washburn, Ozaukce,	3 1		3 00
offth E. R.	Yauk	i		. 6.00
isder G. F ience Harrs	La Crosse.	4 6	- 9	18 00
ooner 140es	Pepin		, !	ř
aoner Famuic	Peplu .	7. 5. 2. 5. 5. 4. 4. 4. 4. 4. 4. 4. 4. 4. 4. 4. 4. 4.	1.	*3 00 19 00
auget Chas G .	Door	9	4 °	1= 00
aples, C. W.	Polk Jefferson	3	ĭ	3 00
ovens, J. V. orms, W. W.	Racine .	i i		15 00
reet M. W	Day field .	4	3	9 00
incliffeld Chas	Wantpaca	4	<u> </u>	12 00
rughet l'J	Manitowoe	î	1	21 00
ongson Fred	Calumbla		1	3 00
olicy Chas. b	Price Maruthon	2	3	15 00
obey S B real Chas W	Ontagamie	ti	3	10 00
runkenbroed, W. F.	Green	ā	5	15 00
der Wut D	Iron	2	1	*3 00
selding, J. E	Ozaukce	. 1	v	I

EXPENDITURES OF THE CIVIL SERVICE COMMISSION--Continued.

Name.	County.	Number of examina- tions held.	Number of times present.	Per diem and expenses.
Voss, J. G.	Walworth	5	ð	*
Walker, F. W	Polk	2	()	1
Waring, Frank	Florence	1	1	3 00
Webb. A. M	Jefferson	5	0	!
Weigand, O. O	Shawano	4	2	
Welch, T. M.	Fond du Lac	3	3	10 35
Wheelock, J. H	Marquette		0	
Whitney, F. L.	Fond du Lac		3	9 00
Wightman. J. W	Juneau			
Wilgus, J. A	Grant	4	3	9 00
Wilkinson, J. T	Grant.	4	4	12 00
Williams, D. O	Fond du Lac	ő	3	9 00
Wilson. Wm	Fond du Lac	6	2	6 00
Winter. Frank	La Crosse	6	Ĩ	3 00
Wood, John J	Green Lake	ű l	0	1
Worden, A. M	Bayfield	4	2	6 00
Works, Geo	Dunn	5	3	9 00
Wrightman, J. W	Juneau	3	0	
Young, G. C		1	()	
Young, W. H	Oconto	i i	Ü	18 00

•			
		•	
	•		
•			

Counts

takens
talland
tarron
t Party of the same of the same

The page

-

•



•

PART IV.

Opinions of the Attorney General.
Court Decisions.

OPINIONS OF THE ATTORNEY GENERAL

RELATING TO THE CIVIL SERVICE LAW.

Sept. 22, 1905.

Hon. F. E. Doty,

Sceretary State Civil Service Commission, Madison, Wis.

DEAR SIR:—I have your letter of the 19th inst. in which you request my opinion as to whether or not the legislative employes not specifically mentioned in Chapter 515, Laws of 1905, are subject to the rules of competitive examination by the Civil Service Commission.

It appears from Chapter 363 that all legislative employes are placed in the classified list. They are not in terms designated as exempt or non-competitive. Section 15 of that chapter, provides that all positions in the unclassified service except such positions as are designated as exempt or non-competitive, shall be included in the competitive class. Taking this section by itself it would seem that all legislative employes should be placed in the competitive class. In this matter, however, it seems that Chapter 363 conflicts with Chapter 515, Section 1 of Chapter 515, Laws of 1905, which provides that,

"Each clerk required to do typewriting shall furnish his own typewriter. Such clerk shall be chosen from the eligible list furnished by the civil service commissioners, in such manner as the rules of the senate and assembly may provide."

In the interpretation of this section the question arises, do the words, "such clerks" refer to all the clerks mentioned in

the section which comprise all the legislative employes or do they refer merely to the clerks required to do typewriting? If the plural instead of the singular number had been used the provision would naturally be interpreted to refer to all the clerks mentioned in the section, but the singular number is used, and it follows the sentence, "each clerk required to do typewriting shall furnish his own typewriter." Therefore by the ordinary rules of construction the provision that clerks shall be chosen from the eligible list refers to what immediately precedes it, that is, to clerks required to do typewriting.

Chapter 515 was approved June 21st, seven days after the approval of Chapter 363. Therefore if there is a conflict between the provisions of these two chapters, the provisions of Chapter 515 would be presumed to have repealed the conflicting provisions of Chapter 363.

As the chapter specifies that certain clerks shall be chosen from the eligible list furnished by the civil service commissioners I am of the opinion that by implication it was intended by the legislature that other legislative employes should continue to be chosen in the manner that they were chosen prior to the passage of this act. It is a rule of interpretation that statutes should if possible be read together so as to give them effect. Reading all of the sections of the law relating to legislative employes together, I am of the opinion that the civil service commission has no jurisdiction over legislative employes generally, except to classify them. Legislative employes required to do typewriting are subject to examination and come within the rules established by the civil service commission.

Yours very truly,

I. M. STURDEVANT,
Attorney General.

Oct. 11, 1905.

Hox. F. E. Doty,

Secretary State Civil Service Commission, Madison, Wis.

DEAR SIR:—Your letter of the 9th inst. has been received and has had careful consideration. You ask for my opinion as

to the interpretation of the words "principal executive officer" and "appointing officer" as used in chapter 363, laws of 1905.

There are three and only three branches of government, to-wit: legislative, executive and judicial. All officers are executive officers who are charged with the duty of enforcing law. Adminstrative officers are such executive officers as are required to use discretion or judgment in performing their official duty. For example, the office of Commissioner of Banking constitutes a division of the executive department of the state government. The commissioner is an executive, administrative and appointing officer. The same may be said of the Dairy and Food Commissioner, the Commissioner of Statistics and similar offices.

Section 14 of Chapter 363, laws of 1905, provides that "The following positions shall be included in the exempt class, 1. Deputy or assistant of each principal executive officer, and the chief clerk or secretary of any board or commission; 2. One, stenographer for each appointive officer, board or commission."

I am of the opinion that these provisions apply not only to elective administrative officers, but also to the head of each executive department, even though the head of that department obtains his office by appointment. The fact that a chief clerk or secretary of any board or commission is made exempt in the same section and directly in connection with the exemption of one deputy or assistant makes it quite clear this was the legislative intent.

It is my opinion that you are correct in your interpretation of the word "appointing officer" as used in this law. Appointing officers are those who are authorized by law to appoint their subordinates and does not apply to those who may be deputized by their superiors to appoint.

Yours truly,

L. M. STURDEVANT,
Attorney General.

Oct. 25, 1905.

F. E. Doty, Secretary and Chief Examiner, State Civil Service Commission, Madison, Wis.

DEAR SIR:—I am in receipt of yours of the 20th inst. in which you request my opinion upon the following statement of facts:

The Commissioner of Insurance, under the provisions of section 1967-a, Wis. stats. 1898, is required to appoint a deputy commissioner of insurance, a chief clerk and actuary, examiner, filing clerk, stenographer, messenger and mailing clerk and two general clerks. The salaries of these appointees are fixed by section 170, Wis. stats. 1898. Section 1967-a was amended by chapter 503, laws of 1905, so as to provide for the appointment of a deputy commissioner, a chief clerk and examiner, license clerk, filing clerk, two stenographers, messenger, and mailing clerk and one general clerk. This amendment is to take effect on and after the first Monday of January, 1907.

After the passage of this act, chapter 519, laws of 1905, was enacted, which provides that the Commissioner of Insurance shall appoint an actuary, at a salary not exceeding \$2,400 per year, who shall hold their respective offices until removed for cause. This act is to take effect on the first Monday of January, 1907, and all acts or parts of acts inconsistent or conflicting with the same are repealed.

The salary of the actuary now in office, under the provisions of the present statute, is fixed at the sum of \$1,200 per annum. The salary of the stenographer provided for at present is \$720 per year. Under the provisions of section 1967—a, no license clerk, by that name, is provided, and the new act does not fix the salary of the license clerk or the additional stenographer.

Under these conditions, you ask:

"1. May the license clerk under the new law be appointed to receive the salary of the general clerk, and may the stemographer be appointed and receive—the salary of the actuary under the old law?"

As to the license clerk: by very liberal construction of the statute, it might be held that he is the same officer provided for as a general clerk, or that he takes the place of one of the general clerks now provided for by the provisions of Section 1967—a, and that the new act only makes a change in the name of the office.

You will note that the statute now provides for two general clerks and also a filing clerk. The filing clerk is retained under the new act, and therefore that officer is not changed by the act; so that it is probable that the license clerk is only the general clerk under a new title, and it may be held that he is entitled to the salary provided to be paid to the general clerk. I am of that opinion.

As to the additional stenographer, provided for by the amendment: no salary being fixed and no provision being made for a salary for the additional stenographer, it follows that none can be paid under the provisions of the statutes as they now stand, or as they will stand after the first Monday of January, 1907. A stenographer cannot draw the salary of the actuary under the old law: that is evident; nor can she receive the salary of the general clerk, for a stenographer is not an actuary or a clerk under the wording of the act. The additional stenographer is a new office created without a salary attached to it. Can she receive the salary of \$720 fixed under Section 170 for a stenographer in the Commissioner's office?

Under the rules of construction set forth in subdivision 2 of section 4971, Wis. stats., 1898, every word importing the singular number only may extend and be applied to several persons or things as well as to one person or thing; so, if we interpret the word "stenographer" as used in section 170 according to this rule of construction, it might be held in the absence of other considerations, that she could draw the salary of the stenographer viz., \$720. But we are met with the further consideration that only \$720 is appropriated to pay stenographers by the provisions of section 170; that is, a stenographer in the office of the Commissioner of Insurance. In other words, no appropriation is made by the legislature for

the payment of any sum to stenographers in that office in excess of \$720.

My opinion therefore is that the additional stenographer is not provided with a salary under the provisions of the statutes as they now stand.

"2. Does the actuary serving in 1905 continue as actuary in January, 1907, under Chapter 519, Laws of 1905, without action of the Commission, provided, of course, that the actuary under the old law has passed the competitive or non-competitive examination, as the case may be. That is to say, is the position of actuary, carrying a salary of \$2,400 under the new law, a new position, requiring a new appointment under civil service rules? Would civil service rules governing promotion apply in this case? That is to say, would the continuance of the then present incumbent be deemed a new appointment to a new position, or might it be deemed a promotion?"

The question resolves itself into two propositions, the first of which is, whether Chapter 519, Laws of 1905, creates a new office, requiring a new appointment on the first Monday of January, 1907, or whether it is simply a continuation of an existing office.

Under the civil service act, Chapter 363, Laws of 1905, it is provided:

"After the expiration of six months from the passage of this act, no person shall be appointed . . . in the civil service under the government of this state in any manner or by any means other than that prescribed in this act." (Sec. 2.)

It is further provided, in Section 6, that

"No appointing officer shall, after six months from the date of the passage of this act, select or appoint any person for appointment, employment, promotion or reinstatement except in accordance with the provisions of this act and the rules and regulations prescribed thereunder."

That the civil service act is meant to apply to all persons within its provisions now holding positions in the public service is further manifest, since the act provides:

"the commission shall require of all officers or employes at present in the civil service falling within the provisions of this law, as well as all persons appointed after the passage of this act and before the rules shall take effect . . . a competitive examination as a condition of continuing longer than six months after adoption of the rules provided for in this section." (Sec. 9.)

There are other provisions of the act which clearly indicate the intent of the legislature to be that, when the heads of the several departments of the state service are given the appointing power, this power is to be exercised under the civil service law, and, notwithstanding there are now and will continue to be statutes which authorize them to make appointments, yet all such appointments must be made in accordance with the provisions of the civil service act. Under this act, when the present heads of departments have served out their terms, their subordinates will not necessarily retire with them, but will continue in the service of the state under the civil service act.

At the present time the statute provides for an actuary for the department of the Commissioner of Insurance. tinues in his position after the present Commissioner's term has expired, just as other subordinates will retain their posi-The law now and in January, 1907, will require the tions. Secretary of State to make certain appointments, but it would not be argued from this fact that he shall make appointments when there is no vacancy, and thus disregard the statute. While he has the right and power to appoint, yet that right is so far modified by Chapter 363 as to only allow or require an appointment in case of a vacancy in a position. Chapter 519 provides that the Commissioner shall appoint an actuary, but so does the statute provide that the Attorney General shall appoint his assistants but he will not appoint them unless there is a vacancy. Section 1967-a provides for an actuary to be appointed by the Commissioner of Insurance. On the first Mon-

day of January, 1907, this section will be no longer in force, as it will be repealed on that day by Chapter 519; but there is no interval between the two acts, and no time intervenes between the repeal of the one and the taking effect of the other, and there is no time when an actuary is not provided for by law. The office continues; there is no office to be created by a new method. The proceeding is the same. The Commissioner appoints, under both the old and the new statute, in exactly the same manner. The amendment is a continuation of the statute, and therefore a continution of the office. The effect of a repeal of a statute and its re-enactment in the same words, by a statute which takes effect at the same time, with a repealing act, is to continue such statute in uninterrupted operation.

Laude v. C. & N. W. Ry. Co., 33 Wis., 640, State v. Gumber, 37 Wis., 298.

My opinion therefore is that Chapter 519, Laws of 1905, does not create a new office, but is simply the continuation of an existing office, and that the civil service act applies to the appointment in the same manner as it applies to the appointment by the heads of all the other departments of the state.

The question yet remains whether the actuary in the Commissioner's office in January, 1907, on account of the rise in salary provided for by Chapter 519, will fall within the statute relating to promotions.

It is provided by Section 18, Chapter 363, Laws of 1905, that promotions shall be based upon merit and fitness, to be ascertained by examinations to be provided by the Commission, and it further provides that:

"For the purpose of this section, an increase in salary or other compensation of any person holding an office or position within the scope of the rules in force hereunder beyond the limit fixed for the grade in which such office or position is classified shall be deemed a promotion."

Within these provisions, I think it should be held that, when the actuary is to receive the additional salary of \$1,200 per year, he shall be subject to the rules prescribed by the Commis-

sion for examination, on the ground that it is a promotion within the meaning of the civil service act.

Yours truly,
L. M. STURDEVANT,
Attorney General.

Hon. F. E. Doty,

Oct. 31, 1905.

Sccretary of State Civil Service Commission, Madison, Wis.

DEAR SIR:—Your letter of the 30th inst. has been received and contents carefully considered. You ask if it is within the power of the State Civil Service Commission to exempt from non-competitive examination after a public hearing, original incumbents of positions not especially named in the law as exempt.

Section 9 of Chapter 363, Laws of 1905, provides that:

"The Commission shall require of all officers or employes at present in the civil service, falling within the provisions of this law, as well as of all persons appointed after the passage of this act and before the rule shall take effect, except officers or employes of the several state reformatory, charitable and penal institutions, a non-competitive examination as a condition of continuing in this service longer than six months after the adoption of the rules provided for in this section."

Section 14 places certain positions in the exempt class and adds that:

"In addition to the above there may be included in the exempt class, all other offices or positions except laborers for the filling of which competitive or non-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment or for special reasons satisfactory to the commission.

Section 9 requires a non-competitive examination of all employes at present in the civil service falling within the

provisions of the law. Such positions the filling of which by examinations shall be found by the commission to be impracticable for special reasons satisfactory to the commission, do not come within the provisions of the law requiring examinations."

I am therefore of the opinion that the Civil Service Commission, may after a public hearing and for special reasons, place certain positions in the exempt class and exempt the original incumbents from examination.

Yours very truly,
L. M. STURDEVANT,
Attorney General.

Nov. 4, 1905.

Hon. F. E. Doty,

Secretary and Chief Examiner, Civil Service Commission.

DEAR SIR:—In your letter of November 2nd you ask my opinion upon the following questions:

- "1. Has the State Board of Control, under the authority granted to it in section 13, chapter 363, laws of 1905, power to classify positions as exempt?
- "2. If so classified, is the Commission in any case required by law to adopt the classification?
- "3. Assuming that the Commission should adopt such a classification, is such classification subject to the veto of the Governor? (You will note that the law provides that all exemptions shall be published in the rules (See Section 14), and that it further provides that the rules must be approved by the Governor.)
- "4. Section 15 provides as follows: 'The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination and shall include all positions and employments now existing or hereafter created, of whatever function, designation or compensation in each and every branch of the

classified service, etc. If an affirmative answer is given to question one, What bearing has the above provision upon the matter of classification in state institutions? What recourse is there, if the spirit of this requirement is violated in making such classification?"

Section 13 of chapter 363, laws of 1905, provides:

"The superintendents or heads of the several state reformatory, charitable and penal institutions shall, within thirty days, arrange all positions connected with their respective institutions, into classified lists, conforming as near as may be to the spirit and purpose of this act, and such classifications, when approved by the State Board of Control, shall be adopted by the commission as the classification in such respective institutions, and adequate cligible lists shall be made up and so far as possible at all times kept by the commission, from which appointments shall be made in such institutions."

It will be noticed that the classifications so made in said institutions "shall be adopted by the commission as the classifications in such respective institutions." If section 13 is to be understood as giving the superintendents, or heads of the several institutions the right to classify positions as exempt, then the Civil Service Commission would be compelled to place these positions in the exempt class; but section 14 specifically forbids the Commission's making exemptions, except after public hearing, and requires that these exemptions shall be published in the rules.

Thus section 13 would require the commission to place positions in the exempt class without a public hearing, while section 14 forbids the commission to place positions in the exempt class without a public hearing. This would be inconsistent.

It seems to me the right construction of section 13 is that the Legislature simply intended to give the superintendents of the state institutions, with the approval of the Board of Control, the right to make classified list: that is, group the posi-

tions for the purposes of examination, to aid the commission in its work.

In my opinion this is the only construction that is consistent with the other provisions of chapter 363.

A negative answer to your first question makes it unnecessary to answer other questions.

Yours very truly,
L. M. STURDEVANT,
Attorney General.

Hox. F. E. Doty,

November 13, 1905.

Secretary of State Civil Service Commission, Madison, Wis.

DEAR SIR:—Your communication of the 9th inst. has been received. You ask my opinion upon the following questions:

"Does the clause 'All presidents, deans, principals, professors, instructors, scientific staff or teachers in the University, normal or public schools, etc.' include teachers employed in the state institutions under the supervision of the State Board of Control?"

"Is the University a public school?"

"Has the term 'Public School' a technical or special meaning whenever employed in Wisconsin law or may it be interpreted to include the state university, normal schools and state institutions?"

The words, "public school" as they are generally used, may be defined as an educational institution supported by the public and which is free and open to all the people alike. The statutes of Wisconsin frequently contain the words "Public school system," which seems to include the common schools, the free high schools, the state normal schools and the state university. In this sense the normal schools and the university being supported by public funds and being open to all the people of the state are public schools. However the statutes of Wisconsin contain the words "public school" in conjunction with each other, and as so used seem to have a more limited meaning.

Section 1 of Article 10, of the Constitution of Wisconsin, vests the supervision of public instruction in a state superintendent and such other officers as the legislature shall direct. The legislature has interpreted this provision of the constitution by placing the common schools and the free high schools under the supervision of the state superintendent. The meaning of the words, "public school" as used in our statutes may be noted by a few examples:

Chapter 439, Laws of 1901, in fixing the qualifications of teachers, provides that teachers in certain graded schools shall have had one year's successful experience as a teacher in the public schools of Wisconsin. These words as here used evidently apply only to the common schools and free high schools.

The same may be said of these words as used in Chapter 69, laws of 1903, which also relates to the qualification of teachers.

Chapter 171, laws of 1901, requires that graduates of colleges and universities in order that their diplomas may become an authorization to teach in the public schools of this state, shall present them to the state superintendent of public instruction for counter signatures and shall at the same time present evidence of successful teaching for a certain time in the public schools. This provision has never been construed as applying to the state normal schools and state university. That is, a graduate of a normal school who had taught for mny years perhaps in a normal school would not be entitled to have his diploma countersigned and thus become a life certificate to teach in the public schools until he had taught the required time in the public schools.

Section 702-a as amended by chapter 351, laws of 1899, provides that "No person shall be eligible to the office of county superintendent of schools, who shall not at the time of his election or appointment thereto have taught in the public schools of this state, for a period of not less than eight months, and who shall not at such time hold a certificate entitling him to teach in a public school therein," etc.

The words "public school" as here used could not possibly be construed to include any of the state charitable and penal institutions.

Section 509, Wis. Stats. of 1898, provides that the state superintendent may furnish to any school district or to any school or district department thereof, any copy of Webster's International Dictionary," upon certain conditions. The section also provides that the state superintendent may also upon certain conditions sell the dictionary to any of the "charitable, educational, reformatory or penal institutions of the state." This clearly indicates that the legislature has placed the common or district schools and the free high schools in a separate and distinct class from the educational institutions under the supervision of the State Board of Control.

Permit me to quote a few decisions from other states:

"Public schools, as these words are used in the Constitution and laws of Massachusetts, are not limited to schools of the lowest grades. The words 'public schools' are synonymous with, 'common schools,' in the broadest sense as used in the constitutional amendment.

Jenkins vs. Inhabitants of Andover, 103 Mass. 94.

"Public schools as used in the constitutions, providing that all moneys raised by taxation in towns and city for the support of public schools shall be applied to and expended on no other schools than those which are conducted according to law, cannot be construed as applying to the higher seminaries of learning such as academies and colleges."

Merrick vs. Inhabitants of Amherst, 94 Mass. 500.

"The term 'public school' as used in a deed conveying land to the inhabitants of a town for the establishment of a public school, does not include a state normal school. Applicants for admission to this are required to sign a declaration to teach in the public schools of the state."

Board of Regents vs. Painter, 102 Mo. 464.

"In a statute providing that the board of education in each state shall select the best scholars from each academy and each public school of their respective counties or cities as candidates for the university scholarship, by the words 'public school' the legislature intended common schools only and normal schools are not included. It is true that in an

enlarged sense normal schools are public schools in as much as any citizen of the state possessing requisite qualifications and being selected as provided by law, may be admitted to them. In the same sense colleges are public schools, but clearly they are not embraced in the act. The object of normal schools is to give instruction in the art of teaching. The distinction between them and the common schools is marked."

Gordon vs. Cornes, 47 N. Y. 608.

In the section under consideration the legislature has used the words "All presidents, deans, principals, professors, instructors, scientific staff of teachers in the university, normal or public schools." Had the law makers intended the use of these words in their broadest meaning they would instead of using the words "or public schools" have said and other public schools of the state. It is clear to my mind that the legislature has used the words "public schools" in Chapter 363, Laws of 1905, in the same restricted sense in which they are found so many times in the statutes of the state.

I am, therefore, of the opinion that the provision of this chapter placing teachers in the university, normal or public schools in the unclassified list, does not include teachers employed in the state institutions under the supervision of the State Board of Control.

I am also of the opinion that the words "public schools" as used in this chapter do not apply to the state university and to the state normal schools.

Yours very truly,

L. M. STURDEVANT,

Attorney General.

Hon. F. E. Doty,

December 15, 1905.

Secretary and Chief Examiner,

Civil Service Commission.

DEAR SIR:—In your letter to me of December 14th you ask my opinion "as to the exact day and hour on which the state civil service law, chapter 363, laws of 1905, goes into full

operation as provided for in section 2, which reads: 'After the expiration of six months from the passage of this act no person shall be appointed, transferred, removed,' etc.''

In reply I will say that I have given the subject presented careful, though somewhat hurried consideration; and, while the authorities I have found abundantly satisfy me as to the conclusion herein stated, there may be some additional authorities on the same subject; but I am well satisfied that the trend of authorities is all in one direction, and that, if any additional ones may be found, that would not change the rule of law which appears to be very firmly established.

The first portion of your question involves the determination of the meaning of the words "passage of this act." Under the constitution of this state (art. VII., sec. 21,) general laws are not given effect until they are published, and, until such acts are published, they are of no effect. The act in question was passed by both houses of the legislature, approved by the Governor June 14, 1905, and was published June 16th, 1905.

As the law recognizes no division of a day, the words "passage of the act," used in section 2 thereof will be construed to mean that the time when the act should go into full operation as stated in said section would be six months from the day of its passage; that is, the first day to be counted in the specified six months would be the day following the passage of the act.

Parkinson v. Brandenberg, 35 Minn. 294.

I find a contrary decision: People v. Clark, 1 Cal. 406; but in that case, there was a dissenting opinion by one of the judges, who held as was held in the Minnesota case, and I am constrained to follow the Minnesota decision rather than the California decision upon this question.

We now come to consider the point of time meant by the use of the words "passage of this act." Usually statutes of this kind use the words "passage and publication" if it is desired to have the computation run from the time the act goes into effect, but the word "passage" has been construed in a number of cases to mean the time that the act goes into effect, i. e., becomes a law.

In the case of Wartman v. City of Philadelphia, 33 Pa. St. Rep. 202 on p. 208, the supreme court of that state, in discussing the meaning of the words "after the passage of this act," says:

"An act of the legislature is passed only when it has gone through all the forms made necessary by the constitution to give it force and validity as a binding rule of conduct for the citizens. Whether it receives the signature of the Governor or remains in his hands for ten days, or, being vetoed, is carried by a two-thirds vote of both houses, its passage is dated from the time it ceased to be a mere proposition, or bill, and passed into a law."

In the case of Charles v. Lumberson, 1 Iowa 435, the supreme court of that state held that the words "prior to the passage" amounted to the same thing as if the legislature had used the word "heretofore," and that either expression must relate to the time of taking effect, and not to the time of passage; and, in the case of Rogers v. Vaas, 6 Iowa 405, the same court held that the provision in the act entitled "An act in relation to the swamp lands of the state," approved January 24th, 1857, which provides that the act shall not apply to actual settlers on said lands at the time of the passage of the act, has legal reference to the time of the taking effect of the act, and not to the time of its passage.

Both these decisions are mentioned with approval in the case of Andrews v. St. Louis Tunnel R. Co., 16 Mo. App. 299, on p. 312.

In the case of Harding vs. People, (Colo.) 15 Pac. 727, on p. 729, the supreme court of the state of Colorado, in speaking of the words "after the passage of the act," say:

"Our attention is also called to sec. 5 of the act, which provides that the state board of medical examiners, within ninety days after the passage of the act, shall receive, through its president, applications for certificates and examinations. . . . In this section we are cited to sec. 19, art. V. of the constitution, which provides that 'no act . . . shall take effect until ninety days after its passage,

unless in the case of an emergency.' In the absence of any emergency clause, in view of this constitutional provision, the expression 'after the passage of the act,' as used in the law, can have but one meaning, viz., after the act goes into effect. In the construction of statutes, general terms are to receive such reasonable interpretation as leaves the provision of the statute practically operative.''

In the case of Logan v. State, 3 Heiskell (Tenn.) 442, 445, the supreme court of that state, in discussing the section of the constitution of Tennessee relating to the use of the words "after its passage," say:

"By Section 20, of Article 11, it is declared that 'no law of a general nature shall take effect until forty days after its passage, unless,' etc.

"The meaning of this section is, that the law shall not take effect until forty days after it has become a law; that is, after it shall have received the approval of the Governor, or, upon his refusal to approve, shall have been otherwise passed under the provisions of the constitution."

The same court in speaking of the same matter in the case of Hill v. State, 5 Lea (Tenn.) 725, on p. 729, say:

The constitutional provisions establish as the present rule, that an act takes effect when the formalities of enactment are actually complete under the constitution, and not sooner, even where the legislature says that it shall take effect from its passage. It is passed when the constitutional formalities are completed."

See also State v. The Banks, 12 Rich. (S. C.) 609.

In all the states from which the above decisions are cited, there appears to be no provision requiring the legislative acts to be published; but, as stated in this state, in order to give a legislative enactment effect, it must be published, and it does not become a law until so published.

I therefore conclude that chap. 363, laws of 1905, may properly be said to have been passed at the time the law was pub-

lished on June 16th, 1905; that it would go into effect at the beginning of the following day; and that the six months period mentioned in sec. 2 of that act would begin on the morning of the 17th of June. Consequently, the said act would go into full operation, under the provisions of said section, at the beginning of the 17th day of December, 1905.

Trusting that what I have said fully answers your inquiry, I am,

Yours very truly,
L. M. STURDEVANT,

Attorney General.

Madison, Wis., Feb. 2, 1906.

HON. F. E. DOTY,

Secretary and Chief Examiner,

State Civil Service Commission,

Madison, Wis.

DEAR SIR:—In your inquiry of February 1st, at hand, you' state:

"I would like your opinion on the following question for the guidance of this commission. Section 10, of the Civil Service Law provides that competitive examinations shall be free and open to all applicants who are citizens of the United States. You have already given me, I think, an oral opinion at least, that when competitive examinations are held they are limited to citizens of the state. I have assumed that this provision is limited to competitive examinations only; am I right in that assumption?"

Replying to this, I will say that Section 10 of the Civil Service Law especially provides, that "competitive examinations shall be free and open to all applicants who are citizens of the United States and the state of Wisconsin, and who have fulfilled the preliminary requirements stated in Section 11 of this act." So that in the statute itself the competitive examinations are limited to applicants who are citizens of the State of Wisconsin as well as citizens of the United States.

You state further:

"The specific question I have to ask relates to the provisions of Section 13 in which it is said 'that when no suitable person is on the eligible list, appointments may be made otherwise than from such list, and persons when so appointed shall have the same rights as though taken from such list. We have at present no eligible list for attendants in state institutions, and I have said to superintendents of institutions that they may go anywhere they please for attendants as long as this condition exists. Am I right in this matter? May superintendents of state institutions go out of the state for employes when the commission has no eligible list for the position in question?"

Replying to this latter part of your letter, I will say that Section 13 of Chapter 363, Laws of 1905, the Civil Service Act, refers expressly to the charitable and penal institutions of the state and it provides as follows:

"In such institutions emergency appointments and appointments when no suitable person is on the eligible list may be made otherwise than from such list, and such persons when so appointed shall have the same rights as those taken from an eligible list, except that they may be subjected to such tests as to merit and fitness as shall be prescribed by the commission."

In general I think it may be said that the civil service act and the statutes and policy of the state is that offices or positions in the state should be filled by citizens of this state. Favors, if positions in the charitable and penal institutions may be deemed such, in general should be given to citizens of the state. On the other hand certain positions in such institutions are not largely sought after as is evident by the fact that you have no persons' names on the eligible list or no eligible list for places. The well-being of such institutions, the safety and proper care of persons confined therein, not only make it necessary for persons in charge of such institutions to promptly fill vacancies or make new employment in emergency cases, but

the persons employed may be required to have certain peculiar personal qualifications not generally shared by others, as that it may frequently be desirable and even necessary to make appointments hurriedly and of persons peculiarly fitted for the position they are required to fill, and this the superintendents of such institutions might not be able to do, if their employes were absolutely limited to citizens of this state.

Section 13 of the statute above quoted appears to recognize this condition and make provision therefor and to put no limitation whatever upon the residence or citizenship of the employes to be engaged in such institutions when there are no persons upon the eligible list. Hence I conclude that the superintendents of such institutions may when such condition exists employ assistants without regard to their citizenship.

I take it that the civil service act is intended to improve and is certainly not intended to impair the public service in any respect whatever and if a condition arises in any of the state, penal or charitable institutions such as you present, I think the superintendents of such institutions should be given the widest scope and opportunity to employ competent persons to assist in taking care of the inmates of such institutions and that such is the intent, indeed the letter, of the statute.

Trusting what I have said fully answers your inquiry, I am, Yours very truly,

I. M. STURDEVANT,

Attorney General.

Hon. F. E. Doty,

February 3, 1906.

Secretary State Civil Service Commission.

Dear Sir:—Your letter of the 2nd inst. has been received. You ask for my opinion as to whether or not the position of library clerk in the office of the State Superintendent of Public Instruction can be deemed to fall within the unclassified service, as provided for in section 8 of the civil service law.

The office of library clerk was created by section 165-b Wis. Stats. 1898, which is as follows:

"He (the State Superintendent) may also appoint a library clerk, who shall, under his direction, aid in promoting

the establishment, maintenance and control of school libraries."

Section 8 of chapter 363, Laws of 1905, defines the unclassified service and, among others, specifies

"all presidents, deans, principals, professors, instructors, scientific staff and other teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense."

It was plainly the intention of the legislature to place in the unclassified service all librarians and assistant librarians in any library wholly or partially supported by the State. The office of library clerk in the state department of education is made by law a clerkship. The duties of the library clerk are defined, which are, to aid in promoting the establishments of school libraries. The fact that the State Superintendent's office contains a library and that the library clerk my be assigned the duty of sorting and caring for the books therein does not make him the member of a library staff as contemplated in the civil service law. Many of the departments in the state capitol contain libraries, and deputies and clerks are assigned the duty of caring for the books, but that does not change the nature of their employment as contemplated by law.

I am of the opinion, therefore, that the office of library clerk does not come within the unclassified service as defined by the civil service law.

Yours truly,

L. M. Sturdevant,

Attorney General.

February 20, 1906.

Honorable F: E. Doty,

Secretary State Civil Service Commission.

DEAR SIR:—Your letter of the 19th inst. has been received. You state that the Civil Service Commission has found that it is impracticable to fill certain positions by competitive ex-

aminations at the present time, and you ask whether the Commission may legally place such positions in the exempt class for a limited time.

In reply I will say that sec. 14, chap. 363, Laws of 1905, provides that, in addition to the positions therein enumerated,

"there may be included in the exempt class all other offices or positions except laborers, for the filling of which competitive or non-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment."

I am of the opinion that, under this authority, the Civil Service Commission may place such positions as in its judgment it is impracticable to fill by competitive examinations, temporarily in the exempt class. It is possible that the impracticability of filling such positions by examination may be later overcome.

I think this is a matter for the judgment of the Commissioners. I believe that they have the authority under the law to make temporary exemptions in all cases where they make permanent exemptions, if their judgment so directs.

Yours very truly,

L. M. STURDEVANT,

Attorney General.

March 26, 1906.

State Civil Service Commission,

Madison, Wis.

GENTLEMEN:—I am in receipt of your communication of the 23d inst., in which you ask my opinion upon the following:

"Are boards of visitors, appointed by the State Superintendent, without pay, to visit normal schools and report to the State Superintendent, or local examiners for the Civil Service Commission, appointed without pay, to conduct local examinations, subject to the civil service law, or in any way subject to the jurisdiction of the Civil Service Commission?"

In my opinion, these positions do not fall within either the letter or the spirit of the law, and are not within the civil service act. They do not fall within either the classified or the unclassified service named in section 8 of the act. They are not public officers within the meaning of the act, for such are defined by the worls of the act,

"to include all public officials of this state, whether paid directly or indirectly from the public treasury of the state or by fees or otherwise."

The boards of visitors named serve without pay, as do the local examiners and therefore these do not fall within this definition. They are not public employes within the meaning of the act. for such are defined,

"to include every person not being an officer who is paid from said treasury of the state."

Yours truly,

L. M. STURDEVANT,

Attorney General.

June 29, 1906.

HONORABLE F. E. DOTY,

Secretary State Civil Service Commission.

DEAR SIR:—I am in receipt of yours of the 29th inst. in which you ask my opinion as to the validity of Rule 13 adopted by the Civil Service Commission.

Sec. 19 of Chapter 363, laws of 1905, provides that any person who has held a position by appointment under civil service rules and who has been separated from the service without any delinquency or misconduct on his part may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that, for the original entrance to the position proposed to be filled by such reinstatement, there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in

the examination for the original entrance to the position formerely held by the person proposed to be reinstated.

Under this provision of the statute you have made and adopted a rule which provides that the names of all persons who have held positions in the competitive class by appointment under civil service rules and who have been separated from the service through no delinquency or misconduct and who have been recommended by the appointing officer for preference shall be entered upon the lists of suspended employes and shall remain thereon for a period of one year and, upon notice of a vacancy in the same or similar position in any department, names from such lists of suspended employes shall be certified in preference to names from the eligible list.

Under these circumstances you ask me whether this rule is in accordance with law?

You will notice that the statute provides that a person who has held any appointment under civil service rules and has left the service under the circumstances named in the statute may be reinstated. The statute could not well use the term "shall be reinstated," because there might be no occasion for his reinstatement—no position for him—but he is to be reinstated in the same or similar position in the same department, and your rule provides that he may be reinstated in the same or similar position in any department. This word "any" in my opinion, does not necessarily mean any other department: that is, a department other than the one from which he left; but, if it is subject to such construction, it is clearly not in accordance with the statute, because that plainly provides that he may be reinstated in the same department. I see no necessity for a new rule, but the rule should be construed as it was evidently intended to mean: in the same department, instead of any other department.

Your second question is, Was it competent for the Commission to adopt such a rule?

Of course, the rule cannot control the statute, but the statute must control the rule. If you mean by the rule, that the suspended officer may be reinstated in any other department than

the one from which he was suspended, then my answer is that the Commission could not adopt such a rule legally.

Yours truly,

I. M. STURDEVANT,

Attorney General.

HONORABLE F. E. DOTY,

July 19, 1906.

Secretary and Chief Examiner,

State Civil Service Commission,

Madison, Wis.

Dear Sir:—Your letter of the 1st inst. has been received. You state that officials and employes of the state wish to know more specifically whether they have a right, under the civil service law, to circulate nomination papers for the candidates of their choice, and ask for an interpretation of the phrase "political service" as used in section 28, chapter 363, laws of 1905.

The words "political service" are used in section 28 in this connection:

"No officer, agent, clerk or employe under the government of this state shall directly or indirectly, solicit or receive, or be in any manner concerned in soliciting or receiving any assessment, subscription or contribution, or political service, whether voluntary or involuntary, for any political purpose whatever, from any officer, agent, clerk or employe of the state."

In the absence of judicial definition, the words "political service" should be given their ordinary and usual meaning. Wegster's International Dictionary defines "political" as, "Of politics, or relating to politics," and one of the definitions given to the word "politics" is, "The advancement of candidates to office." The word "service" is defined as, "The performance of labor for the benefit of another." Taking these definitions together, the words "political service" as used in the law may be defined as, The performance of labor for the advancement of candidates to office. The circulation of a nomination paper 9—C. S.

is certainly the performance of labor for the benefit of another. The purpose of nomination paper is to advance a candidate to office. Under the primary election system of nominating candidates, no greater service may perhaps be rendered to such candidates than by the circulation of their nomination papers.

I am therefore of the opinion that, according to the provisions of this section, no officer, agent, clerk or employe under the government of the state should solicit or receive political service, such as the circulating of nomination papers, from any officer, agent, clerk or employe of the state.

It was not the purpose of the Legislature as expressed in the civil service law to in any way abridge the rights of citizenship of the persons coming within the provisions of the law. Employes of the state have the same right as formerly to freely express their opinions upon political subjects and their preferences for candidates for office, but I believe the law plainly prohibits the acceptance of such political service as the circulating of nomination papers from state employes.

Yours truly,

L. M. STURDEVANT,

Attorney General.

Aug. 7, 1906.

HONORABLE F. E. DOTY.

Secretary and Chief Examiner,

State Civil Service Commission,

Dear Sir:—Your communication of July 31st has been received. You have asked me this question:

"Did the Civil Service Commission have the authority under the law to make and enforce section 8 of rule 10 of the civil service rules, which reads as follows: 'In accordance with the provisions of section 16 of the law, any veteran of the late Civil War who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to?"

Section 16 of chapter 363, Laws of 1905, contains this provision:

"Whenever eligibles are certified, they must also be those candidates who have been graded highest in an examination held in pursuance of this act and the rules made in accordance therewith, except that, where practicable, other conditions being equal, the rule shall provide for a preference in favor of veterans of the late Civil War."

I am of the opinion that the rule which you have quoted is a legal and reasonable interpretation of this provision. I understand that the rule gives no preference to veterans at the examination, but, after an examination, other conditions being equal, they are given such preference as the addition of five per cent in standing would entitle them to. I believe that section 16 gives legal authority to the Commission to make and enforce such a rule.

Very truly yours, L. M. Sturdevant, Attorney General.

September 22, 1906.

HONORABLE F. E. DOTY,

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wis.

Dear Sir:—Your communication of the 21st inst. has had careful consideration. You say that the State Civil Service Commission desires my opinion as to the extent of the powers of the Commission to control or check removals from the civil service and ask three specific questions, to-wit:—

Question 1. "In case complaint is made by an employe that the reason for his dismissal is political or religious, what, in your judgment, is the proper procedure? If an investigation is the proper procedure and if, upon investigation, the Commission finds that the removal is for political

or religious reasons, what action is then to be taken? Has the Commission of itself power to reinstate or must this matter rest with the courts? Does the Commission have any power of initiative after finding that the law has been violated? If so, what? Should the Commission bring action in the courts or is it proper to leave initiative to the plaintiff?

Question 2. "If complaint is made that the cause is insufficient, that dismissal is unjust and not for political or religious reasons, must the Commission (or should the Commission) accept the written reason of the officer as final or may the Commission hold an investigation as to the merits of the case? If so, can the Commission, if, in its judgment, the employe has been unjustly dismissed for what, in its opinion, is an insufficient cause, reinstate the employe or take any other steps in reference to protecting him in his rights?

Question 3. "Section 13 provides that the provisions of this act with reference to removal, suspension, etc., shall not be applicable in such case (penal and charitable institutions) except that they shall be made for just cause which shall be neither religious nor political. Does this provision free the superintendent of an institution from filing his reasons with the Commission?

- "(a) If an employe complains that he has been dismissed for what seems to him insufficient cause, is it competent for the Commission to hold an investigation in such case to determine whether the cause is just?
- "(b) If so, and if, upon investigation, the Commission finds that, in its opinion, the cause is not just, what action may then be taken by the Commission? May the Commission reinstate the employe or refuse to certify the salary of the one appointed to his place? Or is the question one entirely for the courts to decide?"

Section 363 of the Laws of 1905 provides that:

"No subordinate or employe in the competitive class, noncompetitive class or the labor class of the civil service of the state, who shall have been appointed under the provisions of this act or the rules made pursuant thereto, shall be removed,

suspended for more than fifteen days, discharged, or reduced in pay or position, except for just cause, which shall not be religious or political. In all cases of removal the appointing officer shall, at the time of such action, furnish to the subordinate his reasons for the same and allow him a reasonable time in which to make an explanation. The reasons for removal and the answer thereto shall be filed in writing with the commission."

Sec. 30 makes the violation of this law by an appointing officer a misdemeanor and provides as a penalty the vacation of his office and disqualifies him from holding office for the period of five years.

The State Civil Service Commission is a creature of the statutes and it has no other powers than those given to it by stat-It cannot take authority by implication or presumption. The Commission is a part of the executive branch of the state government. Its chief duty is to enforce the law relating to the appointment and removal of persons in the civil service of the state. The purpose of the civil service law is to provide for the appointment of state employes according to merit and fitness and to prevent their appointment because of political or religious considerations. It is the duty of the Commission to we that this purpose as expressed in the law is fulfilled. However, the Legislature has not directly conferred judicial powers upon the Commission. It has not constituted it a court to hear testimony and to determine questions of fact or law. Civil Service Commission is directed by law to certify to the Secretary of State the list of persons upon the pay-roll of the state. When the head of a department removes an employe, be must file with the Commission a statement in writing of the pasons for the removal and the dismissed employe's answer The Commission must determine whether the reasons given in such statement are political or religious and whether or not, upon their face, they constitute just cause for removal. If the reasons stated are neither political or religious and constatute upon their face just cause for removal, then the Commission may not go behind such statement, to determine whether

or not the facts stated be true, for the purpose of reinstating the deposed employe. The Commission has no power to reinstate an employe when it appears upon the face of the returns that he has been dismissed for just cause. If the aggrieved person believes that the statement filed with the Commission is not true or that the reasons given are not the real reasons for his removal, then he may appeal to the courts for the establishment of his rights. The writ of mandamus provides a quick remedy to the aggrieved person. It is not the duty of the Civil Service Commission in such a case to take the initiative; the controversy is between the removing officer and the deposed employe. If an officer attempts to remove an employe for political or religious reasons or for an unjust cause and the statement filed with the Commission shows that the reasons were political or religious, or that the cause for removal was unjust. then there has in fact been no removal and the Commission should so certify to the state auditor. The truth of the facts given in the statement is not for the Commission to determine; that is for the courts.

Concerning your question relating to removals in the penal and charitable institutions: Sec. 13 provides that the provisions of that law with reference to removals shall not apply to such institutions. The provision requiring statement to be filed relates to removals. I am therefore of the opinion that the superintendent of a charitable or penal institution is exempt from filing his reasons for removal with the Civil Service Commission.

Yours respectfully,

L. M. STURDEVANT,

Attorney General.

December 31, 1906.

HONORABLE F. E. DOTY.

Secretary and Chief Examiner,
State Civil Service Commission,

Dear Sir: Your letter of this date has been received and has had careful consideration. You ask whether persons employed in the legislature of 1905 may be deemed to have been

entitled to the privilege of non-competitive examination granted to original incumbents under the provisions of Section 9 of the Civil Service Law.

The section to which you refer provides that, within six months after the passage of the civil service law, the persons serving the state in positions coming within the law shall have a non-competitive examination. If the legislative employes were appointed for a term of two years, or were in continuous service of the State, they would then have been entitled to a non-competitive examination. I am unable, however, to find in any statute creating a legislative office or position, any term of office stated. The compensation of employes of the legislature is by the day. When an extra session of the legislature has been called only a portion of the persons serving as employes in the regular session has been called into service, and sometimes new appointments have been made for some positions. The statutes and the proceedings of the legislature seem clearly to indicate that employes of the legislature were appointed for the legislative session only. Chapter 515, Laws of 1905, names the legislative employes and clerks and provides:

"Only males shall be employed. Each clerk required to do typewriting shall furnish his own typewriter. Such clerk shall be chosen from the eligible list furnished by the civil service commissioners in such manner as the rules of the senate and assembly may provide."

To provide an eligible list the Civil Service Commission must give a competitive examination.

I am of the opinion that the purpose of Section 9, Chapter 303, was to provide a non-competitive examination for persons in the service of the State having a fixed term of office. I do not think its provisions are broad enough to include employes of the legislature.

Yours very truly,
L. M. Sturdevant,
Attorney General.

Madison, Wis., Dec. 20, 1906.

HONORABLE F. E. DOTY,

Secretary State Civil Service Commission.

Dear Sir: On September 22nd, 1905, in response to a request from you this department gave you an opinion holding that legislative employes, not specifically mentioned as subject to the civil service law in chapter 15, laws of 1905, are not within the statute regulating the civil service of the state.

Recently I have had occasion to examine that opinion and give the matter further consideration. I am convinced that it is wrong and as it is important, I deem it my duty to so inform your commission. Section 8, Chapter 363, Laws of 1905, provides that the civil service shall be divided into the unclassified and the classified service. Section 12 of the same act places legislative employes in the classified service of the state. So far then, as this chapter is concerned, it appears to be entirely clear that all legislative employes are within the classified service and subject to the provisions of the act, unless the provisions of Chapter 363 have been repealed by implication, by Chapter 515, Laws of 1905. That act provides for the legislative employes and fixes their salaries, and it was held in the opinion referred to that only the clerks required to do typewriting were within the provisions of the civil service statute, on account of the language in section 1, which provides that clerks required to do typewriting "shall be chosen from the eligible list furnished by the civil service commissioners in such manner as the rules of the senate and assembly may provide" and that, since there is a specific provision requiring clerks to be furnished from the eligible list by the commission, therefore, by implication, the other employes were excepted from the provision of the civil service law.

If this be true, then that act must be held to repeal Chapter 363 by implication, since there is no express repeal or any provision exempting the other employes from the provisions of the civil service act.

Repeals by implication are not favored in the law. It cannot be supposed that the legislature, after many weeks of consid-

eration of the statute establishing civil service in this state, intended to repeal any provision of Chapter 363, in the absence of a direct declaration of its purpose so to do or of some provision in the later statute by which that intention is made manifest. It must not be supposed that the legislature intended by the later statute, to repeal a prior one, even on the same subject, unless the last statute is so broad in its terms and so elear and explicit in its words as to show that it was intended to displace the prior statute.

State Ex Rel. Marinette T. & W. R. Co. vs. Tomahawk, 96 Wis. p. 73.

Tested by this rule there is in chapter 515 an entire absence of any provision indicating an intention to repeal any part of the civil service act. The fact that clerks doing typewriting are specifically mentioned in that act may be accounted for on an entirely different theory than the supposition that the legislature intended that only such clerks should be subject to civil service rules.

A majority of the legislative clerks are also required to be stenographers, and the provision may have been inserted cx industria, for the purpose of removing the possibility of a claim being made that one of such clerks for each appointing officer would be in the exempt class, the legislature having in mind that one stenographer for each appointing officer is in the exempt class, by the provisions of section 14, chapter 363, laws of 1905.

My opinion is that all employes of the legislature named in chapter 515 are subject to the civil service statute.

Yours respectfully,

L. M. STURDEVANT,

Attorney General.

MR. F. E. DOTY,

Jan. 14, 1907.

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wis.

Dear Sir:—I am in receipt of your favor of the 11th inst., requesting an opinion interpreting Section 18 of the Civil Service Law together with Rule 15 of the Civil Service Rules and particularly as to the force and effect of the phrase, "so far as practicable," relating to promotions, and also as to whether or not a request of an appointing officer for certification from an eligible list is prima facic evidence that promotion is not practicable. Your request for such an opinion naturally calls for an answer to three questions:

- 1. What are the promotional rights, if any, of employes?
- 2. What are the duties and responsibilities of the civil service commission in regard to promotional examinations?
- 3. What are the rights and privileges of the appointing officer or chief of the department in regard to promotions in his particular department, office or institution?

Section 18 of the Civil Service Law so far as applicable to the opinion requested is as follows:

"Vacancies in positions in the competitive class shall be filled, so far as practicable, by promotions from among persons holding positions in a lower grade in the department, office, or institution in which the vacancy exists, under rules and regulations made and enforced by the civil service commission. Promotions shall be based upon merit and fitness to be ascertained by examinations to be provided by the commission and upon the superior qualifications of the person promoted as shown by his previous service, due weight being given to seniority and experience. The commission may prescribe forms and rules for reports to be made by the proper officer on the efficiency of their subordinates and employes."

The civil service commission by virtue of the power vested in it by the foregoing, made, adopted and published certain rules

and regulations among which is Rule 15 of which Section 2 reads as follows:

- 2. "Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served three months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct, and seniority."
- 3. "Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination."
- 4. "If the vacancy is in a position in the higher ranks or grades the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade."
- 5. "The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties to be filled and the duties which the persons seeking the promotion perform."

It is beyond all controversy that the object of the Civil Service Law is to promote efficiency in public service and to remove for as possible the evils of the so called "Spoils system" and to hold out to the employes of the state the hope and prospect of promotion if found worthy. The legislature, by said law,

holds out to all employes of the state, and those who desire to enter its service, this hope and prospect of promotion as an incentive to those already in the service to promptly, faithfully and efficiently perform their duties and as an inducement for worthy men not already in the service to enter the same. Section 18 is in my opinion, mandatory and not directory as will plainly be gathered from the use of the word "shall" as used in said section. It follows therefore that in my opinion employes have certain promotional rights under the law. This promotional right is not of itself a right to promotion but a right of opportunity of promotion and the question of practicability of promotion is not to be governed by the whims, vagaries, personal likes or dislikes of the civil service commission or of the appointing officer or chief of department. It will also be noticed that Rule 15 above referred to is mandatory in terms.

The duties and responsibilities of the civil service commission in such cases are clearly defined by said law and by Rule 15 which, in my opinion, defines very clearly when it is "practicable" to hold examinations for promotions.

While Section 4, Rule 15 authorizes the commission in certain cases to choose between an original competitive examination and a promotional competitive examination it is a choice which should be exercised with great care, discretion and judgment because of the promotional right of employes. As a failure to do this would leave the civil service subject to all, or nearly all, the evils that the act was intended to remedy.

People, ex rel. v. Ptacek in Chicago Civil Service Report for 1900, p. 84.

In regard to the rights and privileges of the so called appointing officer or chief of department they are clearly defined in Section 18 of the Civil Service Law and Rule 15 of the Civil Service Rules. Under Section 18 it is the duty of said officer to fill out the forms furnished him by the civil service commission touching upon the efficiency, conduct and seniority of his subordinates and employes entitled to take a promotional examination and Section 3 of Rule 15 provides that the commission may permit the appointing officer, under the condi-

tions set forth in said section to nominate one of said eligible persons who may be promoted upon passing the required noncompetitive examination.

In my opinion, the request of an appointing officer for a certification from an eligible list is merely prima facie evidence of a vacancy and it is for the commission, under the law and its rules and regulations, to pass upon the question of the practicability of a promotional examination and I can do no better upon this point than quote the decision of the Court in the case of Chittenden v. Wurster, 14 App. Div., 483 N. Y.

"The question whether an examination is practicable, being one determined by the exercise of judgment, and necessarily, judgment being exercised in the first instance by administrative officers, a presumption exists that public officers have done their duty; and the burden is thrown upon whoever assails it to prove affirmatively that the action of the puplic officers has been illegal. If the case presented is fairly debatable, and one as to which, in the honest exercise of judgment, men may reasonably differ, the court should not reverse the determination of the public officers. But the difference of judgment must be, not as to the advantage or disadvantage of the civil service scheme generally, because the Constitution has settled that question, but only as to whether the particular appointment can be properly considered as subject to a competitive examination, and it must always be borne in mind that under the Constitution competitive examination is the rule, and "pass" or non-competitive examination and exemption from examination the exceptions."

In rendering this opinion of course you will understand that I am not passing upon the practicability of exempting certain offices from the operation of the Civil Service Law but upon the practicability of promotional examinations as to those offices that are already placed by the legislature under the operation of the Civil Service Law.

I have gone into this matter at considerable length but it is

a matter deserving of grave consideration as affecting the rights of the state and its employes.

Very truly yours,
(Signed) F. L. Gilbert,

Attorney General.

Mr. F. E. Doty,

Jan. 23, 1907.

Secretary and Chief Examiner, Civil Service Commission, Madison, Wisconsin.

Dear Sir:—Your favor of the 17th inst., with the letter of Morris, Riley & Dudgeon attached, relative to the Fess-Winter matter duly received. As I understand it the writer desires my opinion as to whether or not the appointment of Winter was in fact a removal of Fess as deputy oil inspector of this district.

The supervisor of illuminating oils is authorized by statute to appoint, with the advice and consent of the governor, a sufficient number of deputies to properly inspect the oils of this state. See Sec. 1, Chap. 466, Laws of 1901.

There is no provision of the statute which limits the deputies so appointed to one deputy for each district and therefore, as many deputies may be appointed as the supervisor may deem necessary to do the business. The same law provides that the governor may, at any time, remove any deputy upon reasonable notice.

I am informed and the records show, that it is an esablished custom to appoint but one deputy for each district and it appears that when Mr. Winter received his appointment from the then governor he called upon Mr. Fess and with Mr. Fess's consent secured certain state property in Mr. Fess's possession by virtue of his office. It does not appear that the governor ever formally removed Mr. Fess but on December 14th, 1905 the records show that Mr. Mills, supervisor of illuminating oils, notified Mr. Fess of Mr. Winter's appointment and from that day until March 1st, 1906, Mr. Fess apparently acquiesced and made no claim that he was still deputy oil inspector of this

district. It appears that on March 1st, 1906, Mr. Fess demanded the return of said state property delivered to Winter and Winter refused to comply with the demand.

At the time Mr. Fess was acting as deputy inspector he was aware of the fact that he was the only deputy performing the duties in this district and his subsequent conduct, at least for a length of time, clearly showed that in his opinion Mr. Winter had succeeded him, either rightfully or wrongfully as the deputy for this district.

It thus appears, that while Mr. Fess was perhaps not removed in strict compliance with the law, still he considered it a removal and conducted himself accordingly for some time.

It has been held that where an officer is appointed to hold during the pleasure of the appointing power the appointment of another person operates as an implied removal of the first.

Mecham on Public Officers, Par 459 and cases cited.

It further appears that on January 5th, 1906, Mr. Fess served notice on the Civil Service Commission that he was the original incumbent of the office and demanded an examination, together with an investigation of all matters touching the enforcement and effect of the law, which petition said commission dismissed on the grounds that it had no jurisdiction.

Section 2 of the Civil Service Law provides

"After the expiration of six months from the passage of this act no person shall be appointed, transferred, removed, reinstated, promoted, or reduced as an officer . . . in any manner or effect by any means other than those prescribed by the act."

The law was published June 16, 1905 and therefore December 16, 1905, was the date of expiration of said six months.

The statute provides that the commission shall require all officers and employes in the service of the state at the expiration of said six months, to take non-competitive examination as a condition of remaining in the service.

Section 9.

If the commission was wrong in refusing Mr. Fess an examination the fact remains that he did not get it and he should

have compelled the commission by writ of mandamus, to give it to him and thus have been able to show that he was qualified to retain the office after the period of six months. The default of the Civil Service Commission, if any, could not suspend the operation of the law. This principle of law is well established.

State v. Hillmantell, 21 Wis. 574.

State v. Baker, 38 Wis. 71.

People v. Wilson, 62 N. Y. 186.

Mr. Fess had no vested right in the office that could not be taken away by the legislature and his non-compliance with the statute forfeited the office, even though through no fault of his.

The right to vote is a constitutional right and yet the voter may be deprived of that right without his fault, but through the fault of the registering officers, and certainly the right to vote is as high and valuable a right as the right to an office. A qualified voter may have remedy by action, in a proper cause, against the officers for not permitting him to register, or he may enforce the performance of their duty by mandamus, but, where the law is imperative, he cannot vote if he is not registered.

Davis v. McKeeby, 5 Nev. 369. People v. Kopplekom, 16 Mich. 342.

To sum up, it is my opinion that in view of all the facts and circumstances surrounding this matter it can well be said that Mr. Fess, in the eye of the law, voluntarily surrendered his office and waived the informality of his removal, as all men are presumed to know the law and further, that admitting that no attempt had been made to remove Mr. Fess from office, he did not take an examination required by the statute, and though he claims to have been denied the right of examination, still he failed to pursue his proper remedy under the law at that time.

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

HON. F. E. DOTY,

February 2, 1907.

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wisconsin.

DEAR SIR:—Your letter of the 2nd inst., has been received. You say:

"The question has arisen as to the status of A. E. Emerson, employed as janitor and clerk in the office of the Wisconsin Railroad Commission. It appears that he is employed jointly by the superintendent of public property and by the railroad commission. The superintendent of public property pays him for janitorial and clerical services at the rate of fifty-five dollars per month and according to the statement of both the assistant superintendent of public property and of the rate commission he is paid for the balance of his time by the railroad commission. The question arises whether this appointment in this double capacity is legal."

You enclose a letter from the railroad commission of Wisconsin. which contains the following statement:

"Referring to the conversation between you and the writer of this letter we beg to state that on the organization of this commission we asked General George E. Bryant, Superintendent of Public Property, if some one could not be engaged as messenger with clerical ability, who could perform the duties of janitor after regular office hours of the commission and have the expenses of his employment shared between the labor force and this office in the same manner persons have been engaged by the railroad commission and the tax commission. It was thereupon agreed between General Bryant and this commission that Alfred Emerson be employed, his salary to be apportioned as follows: pay roll, superintendent of public property, fifty-five dollars; pay roll of railroad comcommission, thirty-five dollars. This arrangement has continued until the present time. Your commission and Mr. Houser, as Secretary of State, having been advised of the arrangement at the beginning."

You also enclose a letter from C. C. Bennett, Assistant Superintendent of Public Property, which is as follows:

"In reply to your inquiry concerning the appointment of A. E. Emerson I will say that the name appears on the extra pay roll. That his salary is fixed at fifty-five dollars per month. That it was intended he should serve in a double capacity as janitor and clerk in the office of the Wisconsin Rate Commission and by mutual agreement that the Rate Commission, the balance of time for clerical work was to be paid by the Railroad Commission."

It appears from the statement contained in the letter last above quoted that Mr. Emerson was employed by the State Railroad Commission to do clerical work. That it was agreed between them that he was to devote but a portion of his time to his clerical duties. His compensation for this work was fixed by the railroad commission. At the time of this agreement with the railroad commission he was also employed by the Superintendent of Public Property to do janitorial work, it being understood and agreed between Mr. Emerson and the Superintendent of Public Property that he was to give but a portion of his time to this work.

Chapter 419-m, Laws of 1901, contains this provision:

"The Superintendent of Public Property is authorized by and with the approval of the Governor to employ such extra help in and about the capitol and public grounds as may be necessary and fix their compensation."

It seems that this chapter authorizes the Superintendent of Public Property to employ a person and pay him for a portion of his time.

Par. h of Chapter 362, Laws of 1905, provides that the railroad commission

"May appoint a secretary at a salary of not more than twenty-five hundred dollars per annum and may appoint not more than three clerks, two of whom shall receive an annual salary not exceeding one thousand dollars, and may employ such other persons as may be necessary to perform any service it may require of them and shall fix their compensation."

This provision gives the commission authority not only to fix the compensation of extra clerks needed but also to determine what service is required of them. I believe that under this provision the railroad commission was authorized in contracting with a person for a portion of his time. I know of no statute prohibiting a joint employment such as this. The statute last mentioned contains the provision that

"No commissioner nor secretary shall hold any other office or position of profit, or pursue any other business or vocation, or serve on any committee of any political party, but shall devote his entire time to the duties of his office."

The statute creating the office of Tax Commissioner contains a similar provision concerning the tax commissioner, his assistants, secretary and clerks, but there seems to be no such provision concerning clerks in the office of the State Railroad Commission whose salaries are not fixed by law. This does not come within the constitutional provision which prohibits any increase of salary during the incumbent's term of office. The clerk in this case has no term of office and his salary is not fixed by law. From the statement of facts given, his salary was not increased but he was simply jointly employed to devote part of his time to one kind of work and part of his time to another kind of work.

I am of the opinion that such an employment is legal.

Very truly yours,
(Signed) F. L. Gilbert,

Attorney General.

Hon. F. E. Doty,

February 23, 1907.

Secretary and Chief Examiner, State Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—Your letter of the 23rd inst. has been received. You have asked:

"Where an eligible list for a given position contains the name of but one person, and where, when such name has been certified to the appointing officer, the appointing officer makes

request for an eligible list of three persons from which to make selection, is it the duty of the Civil Service Commission to procure such eligible list, or may the appointing officer be compelled to appoint the person whose name already appears on the list?"

Section 16 of Chapter 363, Laws of 1905, provides that

"Notice shall be given in writing by the appointing officer to the civil service commission of the existence of any vacancy or vacancies in any office or employment in the competitive class under the provisions of this act, and within ten days after the receipt of such notice the commission shall certify from the register of eligibles appropriate for the group in which the position to be filled is classified, the three names to the department of office in which the vacancy exists."

Section 9 provides that within six months after the passage of the civil service law the Commission shall make rules and regulations providing for examinations for positions in the classified service of the state and for such other matters as are necessary to carry out the purposes of the law.

It appears from these two sections and from the general spirit of the law that it is the duty-of the Civil Service Commission to provide a list of eligible candidates to the heads of departments of state and that such lists shall contain at least three names.

Section provides that

"Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the Commission is unable to certify to the appointing officer upon requisition by the latter, a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the position for non-competitive examination and, if such nominee shall be certified by said commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy, until a selection and appointment can be made after competitive examination."

It is my opinion that the name of one person does not constitute "a list of persons" within the meaning of this and the other sections quoted. For the Civil Service Commission to certify but one name and to compel an appointing officer to appoint such person would virtually place the appointing power in the Commission. This was evidently not the legislative intent as expressed in the civil service law. It is my opinion that the duty of the Commission under the conditions stated in your letter, is to hold examinations and provide lists containing three or more names.

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

June 17, 1907.

Hox. F. E. Dory,

Secretary and Chief Examiner, Madison, Wisconsin.

DEAR SIR:—I am in receipt of yours of the 17th in which you call attention to the provision of Bill No. 907a which you state has passed both houses of the legislature and is now before the Governor for his signature. It appropriates \$2,000 of the \$12,000 appropriated for compensation of local examiners.

Section 4 of the Civil Service Act, Chapter 363, Laws of 1905, which is amended by this act provides:

"Commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of department or office in which such person serves, act as local examiner. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the control of the commission and their duties shall be considered part of the duties of the office in which they are serving . . . and no extra compensation shall be paid such officers for such service."

You inquire whether the last quoted section prevents the Civil Service Commission from providing compensation for high school principals, county superintendents and other county officers when performing service as local examiners.

Replying I will say that it does as to all examiners who hold official positions and I think the \$2,000 appropriated for the payment of examiners may only be paid to those who perform such duty but do not hold some position in the official service of the state, city or county and are thereby compensated for such service, but not as to such examiners as high school principals. They do not hold official positions. Their employment is contractual.

You further inquire whether it is mandatory that such persons continue to serve the commission in the event that their interest leads them to resign as local examiners. Replying to this I will say that the use of the word "shall" in the section of the statute above quoted appears to make this duty mandatory as to persons holding official positions in the service of the state, or of any city or county. I think that such may be compelled to act in the capacity of examiners and cannot avoid that duty except by resignation of the state, county or city official position which they hold.

It is well known and the authorities are abundant to the effect that the state may impose additional services on its officers without additional compensation. This is also true of officers of cities and counties.

As to examiners who are not in the official service of the state, city or county, I do not think they can be compelled to act and may refuse to act should they choose, but with this appropriation the commission will be enabled to procure the services of such by paying a compensation from the fund provided by this act.

Trusting this answers your inquiry, I am,

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

Hon. F. E. Doty,

June 25, 1907.

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wisconsin.

DEAR SIR:—Yours of June 21st is received. You state that an officer having power of appointment by and with the consent and approval of the Governor has submitted the following question to your department:

"Does the power rest solely with the head of this department to remove an appointee, whose appointment was made by the head of this department with the approval of the Governor, it being understood that there are good and sufficient reasons for such removal?"

You have submitted the same to me for my official opinion. You also state that an opinion was rendered by the Attorney General on August 18, 1905, addressed to Hon. J. Q. Emery, from which you quote the following:

"The officers named by you are appointed by the Dairy and Food Commissioner, with the approval of the Governor, but the Governor is not the appointing officer."

You further say that the commission acted in accordance with said opinion and recognized officers having power of appointment, subject to the approval of the Governor, as appointing officers with sole power of removal.

In answer I will say that in the opinion by the Attorney General referred to the question was not passed upon as to whether Mr. Emery had the sole power of removing officers that he appointed with the advice and consent of the Governor. The question there passed upon was whether the officer appointed by the Dairy and Food Commissioner with the advice and consent of the Governor could be construed as an appointment by the Governor under Section 8 of the Civil Service Act to place this officer in the unclassified service. I have no reason to differ with the conclusion arrived at in said opinion that the Governor is not the appointing officer as to the positions in the Dairy and Food department within contemplation of the Civil Service Act.

As to whether Mr. Emery has the right to remove the officers which he could only appoint with the advice and consent of the Governor is another proposition. I find that there is no provision in our constitution or in the statutes with reference to the power of removal of officers in the Dairy and Food department.

Mechem on Public Officers on p. 284 lays down the following rule:

"Where, therefore, the tenure of the office is not fixed by law, and no other provision is made for removals, either by the constitution or by statute, it is said to be 'a sound and necessary rule to consider the power of removal as incident to the power of appointment."

The following rule of law is applicable:

"Generally if the power of appointment is vested in one officer the appointee to be approved by another the concurrent action of both is necessary for a removal."

See Am. & Eng. Ency. of Law, p. 434, cases cited under Note 11.

I have found no provision in our constitution or statutes and no decisions of our supreme court that would indicate that a different rule of law is to be applied in the case of the appointment made by the Dairy and Food Commissioner with the advice and consent of the Governor, and by any other officer in the state whose appointments are made in a similar manner under identical provisions of law.

I am therefore of the opinion that where an appointment was made by the head of a department with the advice and consent of the Governor, and where no provision is made in the constitution or the statutes as to the removal of said appointee, the removal can only be made by such appointing officer with the advice and consent of the Governor, it being conceded that there are good and sufficient reasons for removal in contemplation of the Civil Service Act.

Very truly yours,
(Signed) F. L. GILBERT,
'Attorney General,

Hon. F. E. Doty,

July 5, 1907.

Secretary and Chief Examiner,

State Civil Service Commission,

DEAR SIR:—Your letter of June 17th was duly received, in which you inquire whether the civil service law, chapter 363 of the laws of 1905, applies to appointments made by the State Board of Agriculture.

You say further, after enumerating the statutes in regard to the appointment and duties of members of the State Board of Agriculture:

"The question then arises, is service rendered to the State Board of Agriculture deemed to be service rendered to the State?"

"Is the State Board of Agriculture an appointing officer as defined in section 1 of the civil service law?"

"Is section 24 of the civil service law applicable in cases where clerks and other employes of the State Board are to receive compensation for service rendered?"

In reply I will say that the questions submitted by you are quite perplexing and, while the same have received my careful consideration, it may be necessary to secure a ruling of the courts before I shall be able to determine, even to my own satisfaction, whether or not the civil service act applies to the Board of Agriculture and its appointees.

Subdivision 3 of section 1, chapter 363, laws of 1905, reads as follows:

"The term 'appointing officer' signifies the officer, commission, board or body having the power of appointment or election to or removal from subordinate positions in any office, department, commission, board or institution."

Section 2 of that act provides that,

"After the passage of this act, appointments to and promotions in the civil service of this state shall be made only according to merit and fitness, to be ascertained as far as practicable by examination, which, so far as practicable, shall be competitive."

It also further provides that,

"After the expiration of six months from the passage of this act, no person shall be appointed, transferred, removed, reinstated, promoted or reduced as an officer, clerk, employe or laborer in the civil service under the government of this state in any manner or by any means other than those prescribed in this act."

The language of these sections is very broad and comprehensive and its aim no doubt, is to cover all appointments to office and employment in the civil service under the government of the state.

The State Board of Agriculture was created by chapter 301 of the laws of 1897 and was evidently considered a temporary organization at the outset, for section 1456 of the statutes of 1898 states:

"The department of agriculture as theretofore established is continued."

This board has from time to time received appropriations of money from the state, which, as I am informed, have been applied in the main to the purchase of grounds for the state fair and the improvement thereof and the erection of buildings thereon; but no appropriation of money is made for the support of the board, and its members receive no compensation from the State. By holding the state fair and agricultural exhibits, the board earns moneys for its support; it hires and pays its employes from the funds so earned; and it is expressly provided in section 1458b, that

"No officer, clerk or employe of said board shall have any claim upon the state for any salary or expenses, except such as may be allowed by the board and paid from any appropriation of funds under their control."

It is further provided that the State shall not in any manner whatever be liable for any debt or obligation incurred or contract made by said board. The state treasury is made the depository of the funds of the board, from which they are permitted to be withdrawn on orders signed by the president and

secretary of the board. Section 1458a, as amended by chapter 48, laws of 1899, provides:

"They (the Board of Agriculture) shall have sole control of the affairs of the department of agriculture and of all state fairs and state fair grounds and may make such by-laws, rules and regulations in relation to the management of the business of such department and said fairs and the offering of premiums thereat as they shall from time to time determine."

No officers or employes, except the secretary, are named in the statutes relating to said board whom the board is authorized to appoint or otherwise place, and no salaries are fixed for any officer or employe of said board.

So we have in regard to this board, this situation: it is a department of state; it is given sole charge and management of its affairs; it is given control of the fair grounds, the property of the State. The statutes do not provide any officers or employes that it shall appoint or fix any salaries or compensation. Its funds are such as it earns through the medium of state fairs; and, while the state treasury is made a depository for them, they are not state funds and are not subject to the control of the Secretary of State, but may be withdrawn on the order of officers of the board.

Does the civil service act apply to this body, to their officers and employes?

I have no doubt but that the Board of Agriculture is an appointing officer within the meaning of subdivision 3 of section 1 of the civil service act above quoted.

The fact that the State is not liable for the salaries or compensation of employes would not alone, in my opinion, be sufficient to remove them from the provisions of the civil service act; neither would the fact that the law gives to this board the sole management of its affairs prevent the act operating upon the board and its employes.

The really doubtful question involved is, whether employes of the Board of Agriculture are employes of the State in the sense that the civil service act should be made to apply to them.

Such employes are, none of them, state officers, unless the secretary of the board may be deemed such, and the civil service act would not apply to him, even if it should be held to apply to others in that department. Employes of that department must certainly be said to be in the civil service, as in contradistinction to the military service.

It might at first glance be considered that, as the services of employes of that department are engaged by the board, which is given the sole management of its affairs, and, as the State is not liable for the compensation of such employes, they cannot be said to be in the service of the State; but, supposing that to be true, is it a sufficient reason for holding that such employes do not come under the civil service act?

I feel forced to the conclusion that it is not, for the provision of section 2 above cited includes more than individuals in the service of the State. It includes "officers, clerks, employes or laborers under the government of this state."

Now, I must not be understood as construing this act as applying to other employments than those of the state; but this department was created by the State. The board is an administrative body, performing a function of state government, and is in control of valuable and productive state property, and certainly it and its servants are engaged in a service under the government, that is, under the control, of the State.

Hence, I conclude that chapter 363 of the laws of 1905 (the civil service act) applies to appointments made by the Board of Agriculture.

Answering your other questions, I will say:

- 1. I find it unnecessary to determine whether a service rendered to the Board of Agriculture is a service to the State, as I have reached the conclusion that such a service is a service under the government of the State, and hence within the provision of the civil service act.
- 2. I am of the opinion that the Board of Agriculture is an appointing officer within the meaning of section 1 of the civil service act.
 - 3. I am of the opinion that section 24 of said act is applicable

to the Board of Agriculture; but, in construing statutes of such difficult and doubtful construction, I consider that the Board of Agriculture have acted in utmost good faith if they have deemed their department exempt from the provisions of the civil service law.

All of which is respectfully submitted.

Yours truly,
(Signed) F. L. GILBERT,

Attorney General.

August 5, 1907.

Hox. F. E. Dory,

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wisconsin.

DEAR SIR:—Your letter of the 3rd inst., has been received and has had careful consideration. You have asked me three questions as follows:

"Whether the terms 'exempt class' 'non-competitive class' and 'labor class' as used in section 19 quoted above, refer to 1st, 3rd, and 4th classes of the classified service mentioned in section 12 of said act?"

"If there is any provision in the Civil Service law that would authorize the transfer of one serving in the unclassified service of the state in one of the classes enumerated in section 8 of said act, to a competitive position in the classified service of the state, it being assumed that the person so desiring to be transferred has served three years in his present position from which he asks transfer, and that the duties to which he seeks transfer are similar to the duties of his former position, that he has obtained a place upon the appropriate eligible list in force at the time the request for the transfer is made but is not one of the three highest on the list."

"Does the Civil Service law contemplate a transfer in any case from the unclassified to the classified service of the state; or must one holding a position in the unclassified service,

and who seeks employment in the classified service, obtain entrance thereto in the regular way by competitive examination?"

In answer to your first question I will say that section 12 of the Civil Service law divides the service into four classes, to-wit:

The exempt class.

The competitive class.

The non-competitive class.

The labor class.

In section 19 the words, "exempt class" "non-competitive class" and "labor class" are used in reference to the classified service of the state. I am therefore of the opinion that these words as there used refer to the 1st, 3rd and 4th classes of the classified service.

In reply to your second question I will say that section 19 of the Civil Service law provides that

"No transfer shall be authorized by the Civil Service Commission of any person holding a position in the exempt class, or in the non-competitive class, or, the labor class, to a position in the competitive class unless the person seeking to be transferred shall have served three years in the position from which he desires transfer and unless the position to which he desires transfer is similar in the duties to be performed to the position from which he desires transfer, and no such transfer shall be authorized unless the person so wishing to be transferred has obtained a place upon the appropriate eligible list in force at the time the request for transfer is made."

This section relates wholly to the classified service, all of the classes mentioned in the section are classes within the classified service.

Section 16 of the law provides that the Civil Service Commission shall certify the three names at the head of the appropriate eligible list and that appointment shall be made therefrom. The provision above quoted seems to make an exception from the provisions of section 16 and provides that the three years' ex-

perience in similar duties shall raise an applicant from a lower place upon the eligible list to a position equal to that of the three highest.

I am therefore of the opinion that this provision relates wholly to the classified service and that a person holding a position in the unclassified service may not be transferred to a position in the competitive class even though he has had three years' experience in similar duties and has a place upon the eligible list. In other words, that such transfer or appointment may be made only in the manner provided by section 16. A person holding a position in the unclassified service, who seeks employment in the classified service, must obtain entrance thereto in the regular way by competitive examination.

I believe that this also answers your third question.

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

August 9th, 1907.

HONORABLE F. E. DOTY,

Secretary and Chief Examiner, State Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—I am in receipt of your letter of the 2nd instant, in which you say:

"The Civil Service Commission desires your opinion on the following question for its guidance in the future:

"A person who is employed as dairyman at the University at a fixed salary was given a vacation for two weeks with full pay. Later, another department wished to make use of his services for temporary work to conduct dairy tests. At the end of the month his name appeared on the payroll for compensation for one month as dairyman and also for additional compensation for services rendered in conducting the dairy tests. If he were not employed as dairyman, he

would have been deemed eligible for appointment to render service in conducting dairy tests. Is the Civil Service Commission acting within the law to certify to the Secretary of State in both instances that he has been employed in the positions and places indicated in pursuance of the state civil service law and the rules made in pursuance thereof?"

Replying, I will say that the question you present is one of considerable perplexity and one to which this department has given careful consideration.

I assume that the question propounded by you is not so much as to your certifying that the employe whose payroll is presented for your certification was and could be properly employed in both positions under the provisions of the civil service act, but is, whether or not one in the employ of the State who is on his vacation, or more properly speaking, on leave of absence, as provided by section 169c, statutes of 1898, may, during such leave of absence, lawfully enter the employ of another department of state and receive compensation for such extra employment. The provision of that section of the statute in this respect reads as follows:

"Heads of departments may, in their discretion, grant to each clerk or other person employed upon yearly salary, one month's leave of absence in each year without loss of pay."

The same section provides that office hours for the several departments of state government are fixed to begin at nine o'clock in the morning and close at five o'clock in the afternoon, with intermission from twelve to one o'clock, with the exception of Saturday, when such hours may be observed as heads of departments may think the exigencies of the case may permit.

The real question, as I view it, is whether an employe may, while on leave of absence granted by the head of a department, accept other employment and receive additional compensation from the State for such additional services.

There is no law of this state which prevents the State from employing one person in more than one capacity, and, as concerning the time of an employe other than that which he is required by law to give to the State and his time during leave

of absence, I am inclined to regard the time as identical, that is, the time of an employe who is on leave of absence and the time he has during the day, before and after devoting the requisite number of hours to the performance of his duties, or after performing such duties as are required of him by law to be performed, is identical. The State has no claim upon the employe for any services during such periods, and, while it is probable that, in the case of leave of absence, it was intended that such period should be one of recreation and rest from duties of the employment, yet the law does not so say, nor does it give any direction as to how the employe shall use such period of time or exert any control whatever over his actions during such There could be no question that he might lawfully work at other employment or for another employer during such period, or attend to his private business, or devote the period to rest and recreation; and it has been held that a public officer is not bound to perform all manner of public service without compensation because his office has a salary attached to it; nor is he, in consequence of holding an office, rendered legally incompetent to the discharge of duties which are clearly extraofficial, outside of the scope of his official duty. When therefore, a public officer is employed to render service in an independent employment, not germane or incidental to his official duties, he may recover for services so rendered.

Mechem on Public Officers, sec. 863.

So it has been held that the mayor of a city who was also an attorney at law could lawfully be employed in his capacity as an attorney to defend a suit brought against the city, and that, in the absence of collusion or fraud, he could recover compensation from the city for his services so rendered as an attorney.

Niles v. Muzzy, 33 Mich. 61.

And it has been held that a police justice who was employed to revise the city ordinances, such work being no part of his duties, could lawfully receive additional compensation therefor.

McBride v. Grand Rapids, 47 Mich. 236.

S. c., 49 Mich. 239.

11-C. S.

In the case of U. S. v. Brindle, 110 U. S. 688, it was held that a receiver of public money employed to assist in disposing of Indian land, which service was no part of his duties, could receive compensation for such service, despite a U. S. statute, which provided that no person holding an office under the government whose salary or annual compensation shall amount to \$2,500 shall receive compensation for discharging the duties of any other office.

In Converse v. U. S., 21 How. 463, it was held that certain provisions in appropriations prohibiting an officer from receiving more than one salary "could not, by fair interpretation, be held to embrace an employment which has no affinity or connection either in its character or by law or usage, with the line of his official duty."

In the Brindle case the court says:

"The duties to be performed were of a different character and at a different place from those of the land office and, while the amount of compensation for this service was not fixed, it is clearly to be inferred that such compensation as the law implies for labors performed for one at the request of another, that is to say, a reasonable compensation, would be paid."

In the case of Evans v. City of Trenton, 24 N. J. L. 764, it was held that an officer of a municipal corporation who receives a fixed salary must perform all the duties of his office for the salary, however inadequate. He cannot recover extra compensation, even if promised it by a committee or individual members of the corporation; but, for services performed by request, not part of the duties of his office and which could have been as appropriately performed by any other person, he may recover a proper remuneration.

It does not follow from what has been said that an officer or employe of the State may, during leave of absence, perform duties which are germane or incidental to his official duties and receive extra compensation therefor; nor may such an officer or employe, by voluntarily devoting extra hours to the duties of his position, receive extra compensation therefor; nor may

he voluntarily and without expectation of reward, perform any services not required of him by law or for another department of state and receive extra compensation therefor. But, in cases where an officer or employe may lawfully be employed in other capacities and perform duties which the position held by him does not oblige him to perform, he may be employed to perform such duties and receive compensation therefor, even though it may result in his receiving double compensation for a certain period of time. So it was held by this department that a person employed as janitor in one department of the state, which service did not take all of his time, might be employed in similar or other capacities by another department of state and receive compensation for both services. And again it was held in the case of a member of the Civil Service Commission that the fact that such officer was a professor at the state university and received compensation for his services as such did not prevent his holding the office of civil service commissioner and receiving compensation as such, provided in this and all cases that the two positions were not incompatible, and that the duties of one office did not require the incumbent to neglect the duties of the other.

What I have said may not specifically answer your inquiry and the facts submitted are almost too meager to give a definite answer thereto. It should be determined, first, whether the duties performed in the second employment, for which the employe seeks compensation, were duties germane and incidental to his first employment; second, whether they were such duties as he might or could be required to perform under his first employment; third, whether the duties required to be performed by him in his new employment were performed in the same place or in the same manner as his original employment; fourth, whether the duties imposed upon him by his new employment were such as he could be compelled by any law or his contract of employment to do under his first employment.

If these questions are answered in the affirmative, my opinion is that such employe cannot receive compensation for his second employment. But, if his salary, account or payroll is other-

wise in proper form and his employment a proper one to be made under the civil service lay and his employment free from fraud or collusion and the answers to the inquiries above made are or should be in the negative, then his account or salary should be approved by the Civil Service Commission. ever, as I view it, the conditions of the payment of the same, above enumerated, are more properly to be determined by the state auditor than by the Civil Service Commission, as they are matters pertaining to the auditing of accounts. In short, my conclusion is that the Civil Service Commission may properly and lawfully certify an account of an employe or officer duly certified to it by the head of the department (the person so employed being at the time entitled under the civil service law to be employed in such position) for services performed by him other than at his regular salary or in the position in which he is employed. The responsibility for payment of such an account rests with the head of the department certifying it and the auditing officer of the state.

I will add that, in determining whether or not a compensation for extra services should be allowed, the place where the service is performed I do not regard as of so much importance as other conditions.

Trusting that what I have said will enable you to properly determine the question submitted, I am,

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

Hon. F. E. Doty,

Oct. 28, 1907.

Secretary and Chief Examiner, Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—I am in receipt of your favor of the 16th inst., and letters supplementary thereto, in which you ask for a construction of Sec. 2, Chap. 643, Laws of 1907, which is amenda-

tory of Sec. 170, R. S. 1898, as to whether or not said chapter by discontinuing the position of corresponding clerk in the office of the State Treasurer, legislates the then incumbent of that position out of office and whether the State Treasurer, without formally dismissing said corresponding clerk and without filing notice of such dismissal with the Civil Service Commission, may make an appointment to the position of general clerk of some person whose name has been certified from a suitable eligible list.

Sec. 170, R. S. 1898, provides for certain help in the office of the State Treasurer and the positions material to the opinion requested are as follows: a corresponding clerk at a salary of \$1,600; a mailing clerk at a salary of \$1,200; a commercial clerk at a salary of \$1,200 and a deposit clerk at a salary of \$1,400.

Sec. 2 of Chapter 643, Laws of 1907, amends said Sec. 170 providing for two general clerks at a salary of \$1,600 each and a warrant clerk at a salary of \$1,400 in lieu of the four clerks provided for by said Section 170. You state that the position of commercial clerk has been declared vacant by the State Treasurer on the ground that the law has abolished this position and I understand the party who held such position has resigned and is no longer employed in said office, thus leaving three clerks in said office to perform the duties previously attended to by four clerks. You also state that heretofore the duties of the corresponding clerk have been to attend to the mailing of all drafts and to make all remittances to banks and that since the change of title in said office the State Treasurer now assigns to the position of general clerk the additional duties of making out triplicate receipts for all money received and mailing the same to the proper parties; assisting the assistant brokkeeper to compare drafts with warrants; perforating all drafts and issuing license certificates to all railroad and telephone companies and other corporations entitled to the same. You further state that the records of your office show that the State Treasurer has nominated for promotion Mr. Chester Wilfox. formerly deposit clerk, to the position of general clerk, and that he has appointed Mr. Louis Rupp, formerly mailing

clerk, to the position of warrant clerk, thus leaving the former corresponding clerk without an appointment as a general clerk. It also appears from your letter that the previous corresponding clerk passed a non-competitive examination in January, 1906, for a position as general clerk, but was known under the old law as corresponding clerk.

From a careful examination of all laws with reference to the clerical force in the office of the State Treasurer I fail to find that any particular duties are placed upon any particular clerk above mentioned and therefore the duties of each clerk are, and were, a matter of assignment by the State Treasurer and consequently the additional duties placed upon the general clerk by him at this time could have been placed upon the corresponding clerk under the old law had the State Treasurer found it necessary, and the new duties so added to those previously performed by the corresponding clerk are duties of a general clerical nature and, in my opinion, do not require an examination involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the corresponding clerk.

Therefore under the new law there is no change in his salary or in the duties which he could have been required to preform under the law, and the matter narrows itself to the question: does a mere change in title or designation of a clerk where the salary and duties remain the same, amount, in law, to the abolishment of the office and the legislating of the incumbent out of his position? I do not think that the spirit, intent and purpose of the civil service law will tolerate such a conclusion and while I am unable to find any case on this specific point decided in a court of last resort in which a civil service law was involved, there are some provisions in the civil service law of this state which indicate that such was not the intent of the legislature and there is an express provision in the New York Law and Rules, from which our law is taken almost verbatim, which aims to avoid the legislating of civil service employes out of office under similar circumstances.

Sec. 19 of the Wisconsin Civil Service Law provides in part:

"Any person who has held a position by appointment under the civil service rules and who has been separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the Civil Service Commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated."

Under the State Civil Service Rules of New York it is provided that:

"Whenever in any department or institution an office or position is abolished, or whenever the number of positions of a certain character is reduced, the person or persons legally holding the office, or filling the position, shall be entitled to re-appointment to or reinstatement in the said position or office if it is thereafter within one year re-established under the same or any other designation."

Collier on Civil Service, Page 314.

"It should be borne in mind that persons upon eligible lists have a right to certification inferior or subject to the rights of transfer, promotion or reinstatement which others may possess. No eligible has a right to insist that an appointing officer shall fill a vacancy by an original appointment instead of by a transfer or promotion or reinstatement which is permitted by the rules."

Collier on Civil Service, Page 72.

"Where there is an express repeal of an existing statute, and a re-enactment of it at the same time, or a repeal and an re-enactment of a portion of it, the re-enactment neutralizes the repeal so far as the old law is continued in force. It oper-

ates without interruption where the re-enactment takes effect at the same time. The intention manifested is the same as in an amendment enacted in the form noticed in the preceding section. Offices are not lost; corporate existence is not ended; inchoate statutory rights are not defeated; a statutory power is not taken away nor criminal charges affected by such repeal and re-enactment of the law on which they respectively depend."

Sutherland on Statutory Construction, p. 172.

The repeal of a general corporation law by a statute substantially re-enacting and extending its provisions does not terminate the existence of corporations organized under it.

United Hebrew Benev. Assoc. vs. Joshua Benshimol, 130 Mass. 325.

In the case of State ex rel. Birdsey vs. Baldwin, 45 Conn., p. 134, it appears that the general assembly of said State passed an act entitled "An act relating to county commissioners," as follows:

"Section 1. So much of section one, chapter two, title three, of the General Statutes of 1875, as provides that county commissioners shall be appointed for New Haven County, is hereby repealed, and the board of county commissioners of New Haven County is hereby abolished.

Section 2. A board of commissioners for New Haven County is hereby created, to be appointed by the General Assembly, and said board shall perform in and for New Haven County all the duties and have all the powers provided by chapter two, title three, of the General Statutes, for county commissioners.

Section 3. The General Assembly shall appoint three persons to be the board of commissioners for New Haven County, who shall hold their offices from the date of their appointment until July 1st, 1877."

The court held that said act did not legislate out of office the then county commissioners whose terms had not expired, even though the legislature in pursuance of said law had appointed

three new commissioners, and said, "We have then this condition of things—an act of the legislature repeals by its terms a certain section of the general statutes and abolishes a board of officers appointed under it, and the same act creates precisely the same board and clothes them with the same powers and duties enumerated in the section repealed. Can this be done? We think There must be some appreciable space of time between the repealing act and the re-enactment of the same act. case not a second intervened and there was never a moment when the relators were out of office, or when the office of county commissioner for New Haven County was abolished." Here was a case in which the legislature expressly abolished the offices in question, re-enacted practically the same law and appointed new county commissioners and yet the court held that the old county commissioners whose terms had not expired were not ousted from office.

"Any ingenous mode of evading the constitutional or lawful mode of removing a public officer will not be countenanced by the courts. To do indirectly, in the abused exercise of an acknowledged power, not given for but perverted to that purpose, that which is expressly forbidden to be done directly, is a gross and wicked infraction of the Constitution, and more so because the means resorted to deprive the injured person, and are designed to deprive him of all redress, by preventing the question becoming the subject of judicial cognizance."

Hoke vs. Henderson, 4 Dev. 27.

The Legislature may create an office for the public good, or they may repeal the office for the general welfare. But so long as it lets the office exist, its incontestable judgment stands that it is for the public good, and the incumbent has a vested legal interest in the term, which the Legislature cannot touch by any mere experimental legislation, however incenious may be the pretext, or however much it may urge the public demand."

Standeford vs. Wingate, 2 Duvall 466.

It therefore seems to me there is no change in the law upon any rial point touching the employment of a corresponding

clerk in the office of the State Treasurer, and the re-enactment of the new is simultaneous with the repeal of the old provisions, and consequently it is my opinion that a mere change in the title of a civil service employe without a change of salary and without the imposition of any new duties which could not have been imposed upon him by his superior under his old title does not, as a matter of law, legislate said employe out of office and does not create a vacancy to be filled by an appointment from the eligible list, particularly in view of the fact that the employe passed the original entrance examination for the performance of both the old and the newly added duties.

The framers of our Civil Service Law carefully safeguarded employes as to the right of promotional examinations, re-instate—ments and continuance in office so long as their duties are being discharged in a manner satisfactory to the appointing officer and for the best interests of the State. The object, purpose and spirit of the law under consideration is to bring about an improved, more thorough and more capable service by public officials and employes, and to hold that a mere change in title ous an otherwise efficient and faithful servant from office would, may opinion, be doing violence to that law and be a detriment is stead of a benefit to the State.

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

November 27, 1907.

HONORABLE F. E. DOTY,

Secretary and Chief Examiner, State Civil Service Commission.

DEAR SIR:—You have submitted to me for my official opinion the following statement of facts and questions:

"On March 10th, 1906, the Civil Service Commission he an examination for position of library clerk. In this examination nine persons obtained a place on the eligible list. The nine persons who passed the examination there were eightwomen and one man. On the 17th of December of that ye

all persons on this eligible list were notified of the results of the examination and their notices contained the statement that the period of eligibility would expire on the 12th of December, 1907.

"Some time in July or August, 1907, the State Superintendent made request for certification of names of men eligible for the position of library clerk. There being only one man on the then eligible list, he asked that a new examination be held.

"In accordance with the provisions of section 7, rule XI, his request was deemed mandatory, a previous opinion of the Attorney General having been given to the effect that officers may insist upon certification of three names, and that the certification of one name does not constitute a certification, as the term is used in the civil service law."

You state that one of the persons who obtained a position on the eligible list raises the question now whether the Commission may legally certify from the new eligible list of men, there being an eligible list of eight women and one man previously in force.

You submit the following questions:

"1st. The commission wishes to know whether there was authority of law for the adoption of section 7 of rule XI.

"2nd. Whether, upon request by the appointing officer for certification of names of men, it became the duty of the commission to obtain an eligible list of at least three names of persons qualified to perform the duties assigned by the officer and of the sex specified in his request.

"3rd. Whether now, upon request for certification of names, the name of the man on the previous eligible list still in force and of the first two men on the new eligible list must be certified."

Section 7 of Rule XI is as follows:

"Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex nixed or specified shall be certified."

Section 9 of the civil service law has the following provision:

"Within six months after the passage of this act and the appointment of the civil service commissioners as herein provided, the commission shall put into effect rules for the classification of the offices, places and employments now or hereafter created in the classified service of this State. Within the same time the commission shall also make rules and regulations providing for examinations for positions in the classified service of the state, appointments to, removals from, and promotions and reductions therein, and for such other matters as are necessary to carry out the purposes of this act," etc.

I have not been able to find any decisions of any court upon which to base an opinion in this matter, but it seems to me that this law as contained in said section 9 is broad enough to empower the Commission to make the provision contained in section 7 of Rule XI. I understand that the law makes no provision as to the sex of the incumbent of the office of library clerk. Before the passage of the civil service law it was left in the discretion of the appointing officer to appoint either a woman or a man and the said rule applies only to similar cases. It seems a very reasonable and just rule, especially where the duties of the office are not clearly specified in the statute and are assigned to the occupant of the position by the appointing officer. It may sometimes be very necessary to have a man, as the services required may be such that a woman would not be able to perform them, and vice versa.

I am therefore of the opinion that the Commission had authority to adopt said rule contained in section 7 of Rule XI.

In answer to your second question I will say that, when an appointing officer requests the Commission to certify three names for appointment, it will be the duty of the Commission to obtain an eligible list of at least three names of persons qualified to perform the duties, and of the sex specified in his request. If we concede that said section 7 of Rule XI is a valid enactment, then, of course, it will be the duty of the Commission to certify

three names of persons of the sex specified in the request of the appointing officer. Section 3 of Rule X provides:

"A new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted."

In the case in question there is not an appropriate list existing such as the appointing officer is entitled to under said section 7 of Rule XI and it becomes the duty of the Commission to obtain an appropriate eligible list.

In answer to your third question I will say that section 4 of Rule X provides:

"Whenever there remain on the register the names of any eligibles for any position at the time when the names of eligibles ascertained by a new examination are to be entered thereon the names of all the eligibles shall be registered subject to the provisions of section 3 of Rule X."

Under this rule it seems to me that the man on the previous list is to be entered thereon in his proper order, for section 2 of Rule X provides:

"The names of eligibles shall be entered in the order of their average percentages on the proper register of eligibles."

And, after the names have all been registered, the Commission shall certify the three names standing highest in the eligible list, as provided by Rule XI, section 1.

Under these various provisions the name of the man on the previous eligible list will only be certified if he proves to be one of the three highest on the new list when completed.

Very truly yours,

(Signed) F. L. GILBERT,

Attorney General.

November 30th, 1907.

State Civil Service Commission,

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 27th instant, setting forth very fully all records in your office concern-

ing the matter of controversy between State Treasurer Dahl and I. P. Leigh, formerly corresponding clerk in his office; and you have also submitted to me all the original records for my persusal and consideration, making four specific inquiries, based on the statements in your said letter and the contents of the original documents so submitted.

I do not deem it necessary for me to answer said questions separately, as I find upon investigation that my predecessor, under date of September 22nd, 1906, rendered you an official opinion practically covering every phase of the present questions submitted. I have carefully considered said opinion and concur in the conclusion there reached and respectfully refer you to that opinion for your guidance in the present matter.

Said opinion will be found on page 114 of Report of Civil Service Commission 1906.

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

All records returned.

Dec. 3, 1907.

State Civil Service Commission,

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 25th ult. relative to the claim of State Game Warden Stone to be reimbursed for money paid to Mr. Titus for compiling the fish and game laws, from which I take it that said matter is before you for reconsideration of your previous action and decision, and in which you submit for answer the following questions:

- "1. Is the employment of a person to compile the fish and game laws classified by law in the classified service?
- "2. If so, does the procedure of law as laid down in Section 24 of the Civil Service Law concerning the certification of payrolls apply to such appointment?"

Before taking up the legal phase of the matter I deem it proper to say that the records do not show that the Secretary

of State "submitted" the Stone voucher to you under the impression that it was a matter requiring your certification, as your letter would indicate. It appears that in some manner the Commission learned that an expense voucher reimbursing Mr. Stone for money so paid had been audited by the Secretary of State and a warrant thereon drawn and paid and that the Commission then made request upon the Secretary of State for the same and that thereupon he allowed said voucher to be temporarily removed from his files and that so far as the Secretary of State was concerned he treated said expense voucher in the same manner as other expense vouchers were treated, viz. that he primarily determined as to whether or not there were any items in expense vouchers which should go before the Civil Service Commission for certification or non-certification.

In reply to your first question I will say that in my opinion the work of compiling the game laws was a matter of contract between the State Fish & Game Warden and Mr. Titus and that it was a job contract, just as much so as if the Warden found it necessary to have a boat built for the proper discharge of his official dutics and had made a contract with some one to construct it. Such contractor is not, in my opinion, an appointee in the sense in which that word is used in the Civil Service Law any more than the contractors having the work of building the Capitol are appointees of the Capitol Commission. Such contractors hold no office or position and are not appointed and hence such contractors or any contractors who may undertake a contract to do special temporary work in pursuance of an agreement with an officer authorized to make such a contract, or contract to furnish any service which he is entitled to have performed and for which he may be reimbursed by the State as an expense, are not in my opinion either employes or officers of the State contemplated by the Civil Service Law. They do not hold a position under the laws of the State and, as I view it, are not within the letter or spirit of the Civil Service Act or within the classified service or any service of the State whatsoever so far as relating to the service so performed. Any other construction of the law would lead to mani-

fest absurdity. A contract similar to the one in question may be let to a corporation, which of course does not come within any Civil Service provisions, and is of such a character that the Civil Service Commission might find it difficult to examine.

Compilation of laws is not necessarily a lawyer's work, as work of this nature is oftentimes perfectly performed by laymen; but in any event, it is a proper expense, as I have previously held. In addition see Sloan et al. vs. State, Wis. 623, in which case, as in this, the payment in question was made from a special fund, from which such expense was authorized to be paid. That the foregoing was your view of the matter prior and subsequent to the Stone claim in question is evidenced by the fact that on Feb. 11, 1907, you attached your certificate to the expense and per dien voucher of one J. D. Stuart, a deputy game warden for Wisconsin, which voucher contained an item for \$114.00 for attorney's fees and expenses of one Wm. S. Hart who had been employed by the then Game Warden to defend a certain action in the courts of Iowa; and this was done by your Department without any previous information as to the nature or terms of the employment or any examination of Mr. Hart and without your investigating as to whether or not it was the duty of the Attorney General to perform the work for which Mr. Stuart rendered a bill. I take it from your action in that matter that you did not consider that particular expense item as under your jurisdiction, but did certify to Mr. Stuart's employment on account of his salary items in said Subsequent to your action and decision on the Stone voucher, and in consequence thereof, the Secretary of State sent to this Department a copy of a letter sent to your Commission inquiring as to whether or not, in view of your action in the Stone matter, you did not also desire him to send you a university expense voucher containing an item for \$350.00 paid to the firm of Buell & Lucas for attorneys' services without your certification, and that you have not since requested a submission of the same to you for action, must be an indication from you that you do not consider it a matter within your jurisdiction.

I beg to assure you that I do not refer to these two instances as a matter of criticism, but simply to point out that the attitude and decision of the Commission in the Stone case is apparently quite inconsistent with its previous and subsequent methods of handling such matters.

I shall be very pleased, indeed, if all or any part of the numerous opinions I have been called upon to render in the Stone and similar cases to Departments will be of any service to them. am sure the Civil Service Commission must and will acquit me of any desire to uphold the Stone claim simply because it, in a manner, concerns an official of this Department. Before and since the question of the Stone claim arose this Department consistently held along the lines indicated in this opinion. holdings may be wrong, as this Department does not claim to be any more infallible than other Departments, but we do the best we can to properly advise officials as to the law applicable to questions submitted. We frequently have the most complicated and far-reaching propositions submitted for almost immediate decision, which the Supreme Court of our State, after full argument and the aid of printed briefs, would undoubtedly take under consideration for weeks and then decide the matter with a divided Court.

I trust you will pardon the personal element and this digression in rendering you an opinion on the questions submitted, but in view of the entire history of the Stone claim, both before Departments and in the newspapers, I have taken the liberty of departing from the usual form of an official opinion.

Having answered your first question in the negative, it follows that your second question requires no answer.

Very truly yours,
(Signed) F. L. GILBERT,

Attorney General.

State Civil Service Commission,

March 4, 1908.

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 27th ult., relative to the certification of the name of I. P. Leigh ordered 12—C. S.

by the Circuit Court of Dane County as a result of litigation between said Leigh and A. H. Dahl as State Treasurer.

In reply to your inquiry will say that owing to the decision in said case the salary of Mr. Leigh as general clerk in the state treasurer's office is now, in contemplation of law, still due and payable to him by the state and it is therefore proper for you to certify his name as requested. This will not result in the payment of a double salary for the performance of the duties of said position as in my opinion Mr. Dahl is liable back to the state for the amount of money paid by it to Mr. Pugh for performing the duties of this office during the enforced and involuntary absence of Mr. Leigh.

Very truly yours,

(Signed) F. L. GILBERT,

Attorney General.

COURT DECISIONS.

State of Wisconsin, Circuit Court, for Dane County.

The State of Wisconsin ex rel. Irving P. Leigh, *Petitioner*, vs. Andrew H. Dahl, as treasurer of said state of Wisconsin, *Defendant*.

FACTS:

On the first Monday of January, 1905, the petitioner was appointed by the state treasurer, J. J. Kempf, to the position of corresponding clerk in the office of the state treasurer and the petitioner at that time entered upon the performance of said duties. On January 6, 1906, the petitioner took a competitive examination, as provided for in Section 9 of Ch. 363, laws of 1905, passed the same and received from the Civil Service Commission a certificate showing said facts, and pursuant to section 23, Ch. 363 of the laws of 1905 the State Civil Service Commission placed the name of the petitioner upon the official roster of the classified civil service of the State.

In November, 1906, the defendant A. H. Dahl was duly elected state treasurer and on the first Monday of January, 1907, duly qualified and entered into the possession of said office.

On October 30, 1907. the petitioner was separated from the service. A trial by jury was had. It was stipulated between the parties that the following question should be submitted to the jury:

"Did the relator Irving P. Leigh on the 30th day of October, 1907, or at any other time resign his said position as an em-

ploye in the office of the state treasurer of the state of Wisconsin?" Ans. by the jury, "No." The court thereupon determined as conclusions of law that the relator "is entitled to a peremptory writ of mandamus as prayed in the petition, and for a judgment against the defendant for the costs and disbursements of this action."

State of Wisconsin, Circuit Court, for Dane County.

State of Wisconsin ex rel. Adolph H. Wagner, *Petitioner*, vs. Andrew H. Dahl, as treasurer of the state of Wisconsin, *Defendant*.

FACTS:

On January 16, 1905, petitioner A. H. Wagner was appointed by the State Treasurer, John J. Kempf, to the position of assistant bookkeeper in the office of the State Treasurer at a salary of \$1,800 per year and thereupon entered upon the discharge of said duties. On January 6, 1906, the petitioner took a competitive examination as provided for in Section 9 of Chapter 363, Laws of Wisconsin, in the year 1905, passed the same and received from the Civil Service Commission a certificate showing said facts, and pursuant to Section 23 of Chapter 363 of the laws of 1905 the Civil Service Commission placed his name upon the official roster of the classified civil service of the State. On Feb. 18, 1908, said petitioner was dismissed from the service by the State Treasurer, A. II. Dahl, alleging as grounds for removal incompetency and insubordination. The petitioner asks for peremptory writ of mandamus asking restoration to his position.

The first question to be decided was as to whether or not, on the above stated facts, it was a question for the jury.

The circuit judge, E. Ray Stevens, held as follows: By the Court:

"But putting aside all questions of the nature of the proceeding in each case, the New York statute involved in the cases cited by defendant was in effect a grant of power to remove subordinates, the only limitation placed on such grant being that the subordinate should be informed of the cause of removal and allowed an opportunity for explanation. The Wisconsin statute, on the other hand, is a limitation on the power of removal, with the command that there should be no removal "except for just cause." Sec. 22, Ch. 363, Laws 1905. The New York statute under consideration in these cases contained no provision that the removal must be for cause. The New York court has pointed out the fact that the proceedings under statutes requiring that removals shall only be had for cause differ greatly from removals under statutes which have no such limitation. People ex rel. Keech v. Thompson, 94 N. Y. 451, 465.

"The court concludes that the rule stated in the New York cases does not apply to the case at bar; that the right to dismiss relator from civil service depended upon the question of whether the defendant had just cause for such dismissal; that the question of just cause is a question of fact which must be determined by jury."

The following questions were then submitted.

Question No. 1, "Was the relator, Adolph II. Wagner, on the 18th day of February, 1908, competent and efficient in the performance of the duties devolved upon him as assistant book-keeper in the office of the state treasurer of said state?"

Answer by jury. "No."

Question No. 2. "Did the relator, Adolph H. Wagner, at all times involved in this proceeding perform all lawful directions given to him by his superiors in the office of state treasurer?" Answer by jury. "No."

Thereupon the following judgment was rendered by the court:

- "Now, Therefore, on motion of Jones and Schubring, attorneys for said defendant,
- "It is adjudged, that the petition of the relator for a peremptory writ of mandamus restoring relator to his position as assistant bookkeeper in the office of the Treasurer of the State of Wisconsin, and keeping his name on the pay roll of said State, and certifying the same to the Civil Service Commission of said State, be and the same hereby is denied, and the alternative writ heretofore issued out of this court in said matter be and the same hereby is quashed, and the petition in said matter be and the same hereby is dismissed."

PART V.

The Civil Service Law of Wisconsin.

THE CIVIL SERVICE LAW.

DEFINITIONS.

Section 1. When used in this act:

- 1. The term "commission" signifies the state civil service commission.
- 2. The term "civil service" signifies all offices and positions of trust or employment, including mechanics, artisans and laborers, in the service of the state, except offices and positions in the militia.
- 3. The term "appointing officer" signifies the officer, commission, board or body, having the power of appointment, or election to, or removal from, sub-ordinate positions in any office, department, commission, board or institution.
- 4. The terms "subordinate" and "employee" signify any person holding a subordinate position subject to appointment, removal, promotion or reduction, by an appointing officer.

GENERAL PROVISIONS.

Section 2. After the passage of this act, appointments to, and promotions in the civil service of this state shall be made only according to merit and fitness, to be ascertained as far as practicable by examinations, which so far as practicable, shall be competitive. After the expiration of six months from the passage of this act, no person shall be appointed, transferred, removed, reinstated, promoted or reduced as an officer, clerk, employee or laborer in the civil service under the government of this state, in any manner, or by any means, other than those prescribed in this act.

STATE CIVIL SERVICE COMMISSION; HOW CREATED; COMPENSATION.

Section 3. As soon as this act shall go into effeet the governor shall, by and with the advice and consent of the senate, appoint three persons to serve, one for six years, one for four years, and one for two years, as civil service commissioners, and the said three commissioners shall constitute the civil service commission of this state. Every alternate year thereafter, the governor, with the consent of the senate, shall appoint one person as the successor of the commissioner whose term shall expire, to serve for the term of six years from the date of the appointment, and until his successor is appointed and qualified. The governor may remove any commissioner at any time for inefficiency, neglect of duty, At no time shall more or malfeasance in office. than two commissioners be adherents of the same Political party. Any vacancy in such commission shall be filled by appointment by the governor, sub-Ject to confirmation by the senate, but any appointment shall be in full force until acted upon by the senate. The commissioners shall hold no other luerative administrative office under the United States or the state of Wisconsin. Each commissioner shall be paid ten (\$10.00) dollars per diem for the time actually and necessarily devoted to his official duties not exceeding one hundred days each year, and his necessary expenses incurred in the discharge of his official duties. Each commissioner shall qualify by iling with the secretary of state an oath to perform faithfully the duties of his office.

OFFICERS AND EMPLOYEES OF THE COMMISSION.

Section 4. The civil service commission may chief Examiner one of its members president, and may employ pensation.

The civil service commission may chief Examiner; compensation on the chief examiner, who shall be ex-officio secretary,

a salary of \$2,500 per year, a stenographer at

not to exceed \$840 per year, and may employ such additional clerks or examiners as may be necessary. Said employes shall be paid necessary expenses actually incurred in the discharge of their official duties. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of department or office in which such person serves, act as local examiner. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the office in which they are serving, and time shall be allowed therefor during office hours and no extra compensation shall be paid such officers for such service. (As amended June 19, 1907.)

Section 5. The commission shall be provided with suitable office accommodations in the capitol building at Madison, and it shall be the duty of the officials having control of municipal and county buildings to furnish convenient offices and rooms for examinations, and necessary furniture, heat and light, for the accommodation of local examiners and registrars upon requisition by the commission. commission shall be furnished by the state superintendent of public property with stationery, printing, supplies, postage and an official seal, and other articles which it may require. All salaries, expenses and disbursements of the commissioners and their subordinates and employes, shall be paid out of the state treasury, as the salaries and expenses of other state officers are paid, and a sum sufficient to carry out the provisions of this act not exceeding the sum of twelve thousand dollars per annum, is hereby appropriated, of which sum \$2,000 is specifically set aside for the compensation of local examiners. amended June 19, 1907.)

PUBLIC OFFICERS' DUTIES.

Section 6. It shall be the duty of all officers of this state to conform to and to comply with and to aid in all proper ways in carrying into effect the provisions of this act and the rules and regulations prescribed thereunder and any modification thereof. Res No appointing officer shall, after six months from on the power the date of the passage of this act, select or appoint ing officers. any person for appointment, employment, promotion or reinstatement, except in accordance with the provisions of this act and the rules and regulations prescribad thereunder. Any person employed or appointed contrary to the provisions of this act or of the rules and regulations established thereunder, appointshall be paid by the officer or officers so employing trary to law. or appointing, or attempting to employ or appoint him, the compensation agreed upon for any service performed under such appointment or employment, or attempted appointment or employment, or in case no compensation is agreed upon, the actual value of such services and any expenses incurred in connection therewith, and shall have a cause of action against such officer or officers, or any of them, for such sum or sums and for the costs of the action. No public officer shall be reimbursed by the state for any sums so paid or recovered in any such action.

POWERS OF THE COMMISSION TO MAKE AND ENFORCE RULES AND REGULATIONS.

Section 7. The civil service commission shall: First. Prescribe, amend and enforce rules and regulations for carrying into effect the provisions of this act. All rules so prescribed shall be subject to the approval of the governor, and they may from time to time, subject to like approval, be added to, amended or rescinded, provided however, that if the severnor takes no action on a rule or amendment submitted to him within a period of ten days from

the date of its submission, then the rule or amendment shall become effective as though approved by the governor.

Records.

Second. Keep minutes of its own proceedings and records of its examinations and other official All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it, shall, subject to reasonable regulations, be open to public inspection.

Power to investigate the of law, rules or regulations.

Make investigations, either sitting as a enforcement body or through a single commissioner, concerning all matters touching the enforcement and effect of the provisions of this act, and the rules and regulations prescribed thereunder concerning the action of any examiner or subordinate of the commission and any person in the public service, in respect to the execution of the act, and in the course of such investigations, each commissioner and the secretary and the chief examiner shall have the power to administer oaths and affirmations, and to take testimony.

Judicial powers.

Have power to subpoena and require the attendance in this state of witnesses and the production thereby of books and papers pertinent to the investigation and inquiries hereby authorized, and to examine them and such public records as it shall require in relation to any matter which it has authority to investigate. In the discretion of the commission, fees may be allowed to witnesses, and on their certificate, duly audited, shall be paid by the state treasurer, for attendance and traveling as provided in section 4067 of the statutes of 1898. All officers in the civil service, and their deputies, clerks, subordinates and employees, shall attend and testify when requested to do so by said commission. disobedience thereto, or neglect of any subpoena issued by the said commissioners, or any one of them,

or their secretary or chief examiner, to any person, or the refusal of any witness to testify to any matter regarding which he may lawfully be interrogated, shall be held a contempt of court, and it shall be the duty of the circuit court of any county, or of the judge thereof, on application of the commission, or any commissioner, to compel the obedience by attachment proceedings for contempt, as in the case of disobedience of the requirements of a subpoena issued from such court, or a refusal to testify therein.

Make a biennial report to the governor Blennial on or before the first day of December in each even report. numbered year, showing its own actions, and rules and regulations and all the exceptions thereto in force, and the practical effects thereof, and any suggestions it may approve for the more effectual accomplishment of the purposes of this act. It shall also give the names and separate compensation of all persons employed by the commission during the preceding year and the purposes of such employment. Such report shall be immediately printed for public distribution, and shall be transmitted to the legislature when next convened.

UNCLASSIFIED SERVICE.

Section 8. The civil service shall be divided into the unclassified service and the classified service. The unclassified service shall comprise: officers elected by the people. All officers and employees appointed by the governor whether subject to confirmation or not. All officers and employees in any department for the creation of which a vote of two thirds of all the members elected to each house is required. All presidents, deans, principals. professors, instructors, scientific staff and Ther teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superinten-Int. warden or other head of the state reformatory, charitable and penal institutions. All persons ap-

pointed by name in any statute. All legislative officers. The classified service shall comprise all positions not included in the unclassified service.

POWERS AND DUTIES OF COMMISSION TO MAKE CLASSIFICATION.

Section 9. Within six months after the passage of this act and the appointment of the civil service commissioners as herein provided, the commission shall put into effect rules for the classification of the offices, places and employments now or hereafter created in the classified service of this state. in the same time the commission shall also make rules and regulations providing for examinations for positions in the classified service of the state, appointments to, removals from, and promotions and reductions therein, and for such other matters as are necessary to carry out the purposes of this act. Due notice of the contents of such rules and regulations and of any modifications thereof shall be given by mail in due season to appointing officers affected thereby, and said rules, regulations and modifications shall also be printed for public distribution. All original appointments to the competitive and non-competitive classes and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. The commission shall require of all officers or employees at present in the civil service falling within the provisions of this law, as well as of all persons appointed after the passage of this act and before the rules shall take effect, except officers or employees of the

Probationary period.

Non-competitive examination of original incumbents.

several state reformatory, charitable and penal institutions, a non-competitive examination as a condition of continuing in the service longer than six months after the adoption of the rules provided for in this section. Reasonable notice of examinations shall be given to such officers and employees.

All examinations for positions in Section 10. the classified service shall be practical in character, and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin, and who shall have fulfilled the preliminary requirements stated in section 11 of this act and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. Examinations of a technical or special character, or where requirements are peculiarly within the knowledge of the office, institution or department in which appointment is to be made, shall be proposed by the incumbent of such office or head of such institution or department, or by persons having knowledge and experience in the same or similar employments. It is the declared policy of the state that under the operation of this act there shall be a fair distribution throughout the state of persons accepted for the classified service, and to that end examinations shall be held simultaneously at at least one convenient point in each county of the state but the commission may require cardidates who have satisfied the preliminary and written requirements, to undergo a supplementary examination in cases where tests for manual skill or use of instruments in constructive work may be necessary, at one or more designated places in the state. (As amended June 19, 1907.)

EXAMINATIONS.

Section 10. All examinations for positions in the classified service shall be practical in character, and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions The competitive examinatians shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times, and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. Examinations of a technical or special character, or where requirements are peculiarly within the knowledge of the office, institution or department in which appointment is to be made, shall be proposed by the incumbent of such office or head of such institution or department, or by persons having knowledge and experience in the same or similar employments. It is the declared policy of the state that under the operation of this act there shall be a fair distribution throughout the state of persons accepted for the classified service, and to that end examinations shall be held simultaneously at a convenient point in each of the assembly districts in the state, and in the case of assembly districts embracing more than one county, at each of the county seats therein.

APPLICATIONS.

Section 11. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination a formal application, in which the applicant shall state under oath or affirmation:

- 1. His full name, residence and post office ad-
- 2. His nationality, age, and the place and date of his birth.
- 3. His health and his physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may reasonably be required touching the applicant's merit and fitness for the public service. Blank forms for such applications shall be fur-

nished by the commission without charge to all per-

sons requesting the same. The commission may

require in connection with such application such What applier certificates of citizens, physicians or others having the rejected. knowledge of the applicant as the good of the service knowledge of the applicant as the good of the service may require. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the prelimin-

ary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating

liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false

statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his

13-C. S.

application, in his certificate, in his examination, or in securing his eligibility or appointment or refuses to furnish testimony as required in section 7 of this act. Applicants for positions in the recognized mechanical trades must have had practical experience for such periods as the commission may prescribe. Whenever the said commission refuses to Appli examine an applicant or after an examination to chani certify an eligible, as provided in this section, then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. When any position to be filled involves fiduciary responsibility, the appointing officer, where otherwise permitted by law, may require the appointee to furnish bond or other security, and shall notify the commission of the amount and other details thereof; provided, however, that any surety company, the bonds of which are accepted by a judge of any court of record in this state, shall be a sufficient security on any such bond.

DIVISIONS OF CLASSIFIED SERVICE.

Section 12. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employees.

CLASSIFICATION IN PENAL AND CHARITABLE INSTI-TUTIONS.

Section 13. The superintendents or heads of the several state reformatory, charitable and penal institutions shall, within thirty days, arrange all positions connected with their respective institutions, into classified lists, conforming as near as may be to the spirit and purpose of this act, and such classifications, when approved by the state board of con-

trol, shall be adopted by the commission as the classifications in such respective institutions, and adequate eligible lists shall be made up and so far as possible at all times kept by the commission from which appointments shall be made in such institutions. the provisions of this act with reference to removals, suspensions, discharges, reductions in pay or position, transfers and reinstatements shall not be applicable in such cases, except that they shall be made for just cause, which shall be neither religious nor political. In such institutions emergency appointments and appointments when no suitable person is on an eligible list may be made otherwise than from such list. And such persons when so appointed shall have the same rights as though taken from an eligible list, except that they may be subjected to such test as to merit and fitness as shall be prescribed by the commission.

ansfers d re-inatements

nergency appointents.

EXEMPT CLASS.

SECTION 14. The following positions shall be included in the exempt class:

- 1. One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.
- 2. One stenographer for each appointing officer, board or commission.
- 3. The clerks and other assistants and employees of the supreme court.
- 4. In addition to the above there may be included in the exempt class all other offices or positions, except laborers, for the filling of which competitive ornon-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment or for special reasons satisfactory to the commission. But no office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules, and the reasons for such exemptions shall be stated separately in the reports of

the said commission. Not more than one appointment shall be made to or under the title of any such office or position unless a different number is specifically mentioned in the rules. No office or position shall be classified by the commission in the exempt class except after public hearing by the commission or any member or the chief examiner thereof. Suitable public notice of such hearings shall be given by the said commission. At any such hearing any taxpayer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. Appointments in the exempt class may be made without examination.

COMPETITIVE CLASS.

Section 15. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include : Il positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class. Appoint- Appointments shall be made to or employment shall be ments. given in all positions in the competitive class that are not filled by promotion, reinstatement, transfer or reduction under the provisions of this act and the rules made in pursuance thereof, by appointment from among those certified to the appointing officer in accordance with the provisions of section 16 of The term of eligibility of an applicant this act. shall be fixed for each list by the civil service commission at not less than one nor more than three Appointments shall be made from the elig-Term of eligibility. ible list most nearly appropriate, and a new and separate list shall be created for a stated position only when there is no appropriate list existing from which appointment may be made. No person shall be appointed or employed under any title not appro-

priate to the duties performed, and no person shall be transferred to, or assigned to perform the duties of, any position subject to a competitive examination, unless he shall have previously passed an open competitive examination equivalent to that required for such position.

APPOINTMENTS IN COMPETITIVE CLASS.

SECTION 16. Notice shall be given in writing by

Notice of vacancy.

Certification of eligibles.

the appointing officer to the civil service commission of the existence of any vacancy or vacancies in any office or employment in the competitive class under the provisions of this act, and within ten days after the receipt of such notice the commission shall certify from the register of eligibles appropriate for the group in which the position to be filled is classified, the three names at the head thercof which have not been certified three times to the department or office in which the vacancy exists. Whenever eligibles are certified, they must always be those candidates who have been graded highest in an examination held in pursuance of this act and the rules made in accordance therewith, except that where practicable, other conditions being equal, the rules shall provide for a preference in favor of veterans of the late civil In every case after a name has been certified When eligithree times, it may be dropped from the list by the dropped from commission, but certificates for temporary appointment shall not be counted as one of such certifica-It shall be the duty of the appointing officer to appoint on probation with sole reference to merit and fitness one of the said candidates whose name shall have been certified in the manner above set forth to fill such vacancy then existing in the office or employment aforesaid; unless objection shall be made and sustained by the commission to one or

more of the pursons certified for any of the reasons

stated in section 11 of this act; provided, however,

that the provisions of this section may be altered by

the commission when the office or employment comes

within those where by section 17 of this act competitive examinations are not required. The commision shall make rules for the procedure in such cases.

TEMPORARY AND EXCEPTIONAL APPOINTMENTS.

Section 17. Positions in the competitive class may be filled without competition only as follows:

1. Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons tive examin eligible for appointment after a competitive examin- ation in case ation, the appointing officer may nominate a person eligible list to the commission for non-competitive examination, and if such nominee shall be certified by the said Provisional commission as qualified after such non-competitive appointment examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue Emergency appointlonger than ten days, and in no case shall successive ments. emergency appointments be made.

2. In case of vacancy in a position in the competitive class where peculiar and exceptional qualificaions of a scientific, professional, or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same.

3. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. cessive temporary appointments to the same position shall not be made under this provision. ceptance or refusal by an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position.

PROMOTIONS.

Section 18. Vacancies in positions in the competitive class shall be filled, so far as practicable, by promotions from among persons holding positions in a lower grade in the department, office, or institution in which the vacancy exists, under rules and regulations made and enforced by the civil service commission. Promotions shall be based upon merit and fitness to be ascertained by examinations to be provided by the commission and upon the superior qualifications of the person promoted as shown by his previous service, due weight being given to seniority and experience. The commission may prescribe forms and rules for reports to be made by the officers on ef proper officer on the efficiency of their subordinates subordinates and employees. For the purposes of this section an increase in the salary or other compensation of any person holding an office or position within the scope of the rules in force hereunder, beyond the limit fixed for the grade in which such office or position is classified, shall be deemed a promotion. No protrance quali motion shall be made to a position in the competitive class from a position in another class, except that persons holding positions in the labor class may be

Reports of *ppointing Beigney of

Original en-Emtions rewired.

promoted to positions in the lowest grade of the competitive class upon examination as provided above, when such examination is specifically authorized by the commission. No person shall be promoted to a position for original entrance to which there is required by this act or the rules adopted pursuant thereto, an examination involving essential tests or qualifications different from or higher than those required for original entrance to the positions held by such persons, except as provided above.

TRANSFERS, REINSTATEMENTS.

Section 19. No transfer or reinstatement shall be made for a position in one class to a position in another class unless the same be specifically author- Transf ized by the civil service commission. Section 18 and the rules adopted thereunder shall be read with this section and the rules adopted hereunder, and where the transfer involves a promotion the requirements of the promotion rule and regulation shall be observed. No transfer shall be authorized by the civil service commission of any person holding a position in the exempt class or in the non-competitive class or the labor class, to a position in the competitive class unless the person seeking to be transferred shall have served at least three years in the position from the which he desires transfer, and unless the position to which he desires transfer is similar in the duties to be performed to the position from which he desires transfer. No such transfer shall be authorized unless the person so wishing to be transferred has attained a place upon the appropriate eligible list in force at the time the request for the transfer Any person who has held a position by is made. appointment under the civil service rules and who ments. has been separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the posi-

Qualifications.

tion proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated.

NON-COMPETITIVE CLASS.

Section 20. The non-competitive class shall include such positions as are not in the exempt class or the labor class, and which it is impracticable to include in the competitive class. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their services.

LABOR CLASS.

SECTION 21. The labor class shall include ordinary unskilled laborers. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localities, institutions and departments. Where the labor service of any i stitution or department extends to separate localities the commission may provide separate registration lists for each district or locality. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies.

[ma] regis-

REMOVALS, SUSPENSIONS AND REDUCTIONS.

Section 22. No subordinate or employee in the competitive class, non-competitive class, or the labor class of the civil service of the state, who shall have been appointed under the provisions of this act or the rules made pursuant thereto, shall be removed, suspended for more than fifteen days, discharged, or reduced in pay or position, except for just cause, which shall not be religious or political. In all cases of removal the appointing officer shall, at the time of such action, furnish to the subordinate his reasons for the same and allow him a reasonable time in which to make an explanation. The reasons for removal and the answer thereto shall be filed in writing with the commission.

ROSTER OF CLASSIFIED SERVICE.

Section 23. No person shall be appointed to or employed in any position in the classified service for which rules have been prescribed pursuant to the provisions of this act, until he has passed an examination or is shown to be specially exempted from such examination in conformity with the provisions of pointing this act and of the rules made pursuant thereto. It report to shall be the duty of each appointing officer of this commisstate to report to the civil service commission forthwith in writing upon such appointment or employment, the name of such appointee, or employee, the title and character of his office or employment, whether on probation or absolute appointment, the date of commencement of service by virtue thereof, and the salary or compensation thereof, and to report from time to time, and, upon the date of the official action, in, or knowledge of each case, any separation of a person from the service or any promotion, reduction, transfer, reinstatement, or other change therein, and such other information as the civil service commission may require in order to keep the roster hereinafter mentioned. The civil service Roster. commission shall keep in its office an official roster of

the classified civil service of this state and shall enter thereon the name of each and every person who has been appointed to, employed, promoted, reduced or reinstated in any position in such service, upon such evidence as it may require or deem satisfactory that such person was appointed to, employed, promoted, reduced, or reinstated in the service in conformity with the provisions of this act and the rules adopted pursuant thereto. This roster shall be open to public inspection at all reasonable hours. The roster shall show in connection with each name the date of appointment, employment, promo icn, reduction or reinstatement, the compensation of the position, the title of the position, and the nature of the duties thereof, and the date and cause of any termination of such office or employment. The commission shall have access to all public records and papers, the examination of which will aid in the discharge of its duty in connection with said roster.

'ablicity.

he state

CERTIFICATION OF PAY-ROLLS.

Section 24. It shall be unlawful for the secretary of state, or other fiscal officer of this state to Restrictions draw, sign, or issue, or to authorize the drawing, of state and signing or issuing of any warrant on the treasurer or other disbursing officer of the state, or for the treasurer or other disbursing officer of the state to pay any salary or compensation to any officer, clerk, employee, or other person in the classified service of the state, unless an estimate, payroll or account for such salary or compensation containing the names of every person to be paid, shall bear the certificate of the civil service commission that the persons named in such estimate, pay-roll, or account have been appointed, employed, reinstate 1 or promoted in pursuance of this act. Any officer, clerk, employee, or other person entitled to be certified by said commission to the secretary of state or other fiscal or disbursing officer of the state, as having been appointed or employed in pursuance of law and of the rules miscation made in pursuance of law, and refused such certifi-

Aspdamns " mmpel

cate, may maintain a proceeding by mandamus to compel such commission to issue such certificate. Any sums paid contrary to the provision of this section may be recovered from any officer or officers making such appointments in contravention of the provisions of law or of the rules made in pursuance of law or from any officer signing or countersigning or authorizing the signing or countersigining of any warrant for the payment of the same or from the sureties on the official bond of any of said officers, in an action in the circuit court of any county within the state, maintained by the civil service commission or of any member thereof, or by a citizen resident therein, who is assessed for, and liable to pay, or within one year before the commencement of the action has paid, a state, city, or county tax within this state. All moneys recovered in any action brought under this section must, when collected be paid into the treasury of the state or of the proper cover city or county thereof, except that such citizen being of sale plaintiff in any such action shall be entitled to receive for his own use the taxable costs of such action and five per cent of the amount recovered as attorney's fees.

RECOMMENDATIONS.

Section 25. No recommendation for any person who shall apply for office or place, or for examination or registration under the provisions of this act, or of the rules established pursuant thereto, except as to character, and, in the case of former employees, as to ability, shall be given to, or considered by any person concerned in making any examination, registration, appointment, promotion, or reinstatement under this act, and the rules made pursuant thereto. No recommendation whatsoever shall relate to the political or religious opinions of any applicant. recommendation for the promotion of any person in the classified service shall be considered by any officer concerned in making promotions except it be made by the officer or officers under whose super-

vision or control such employee is serving. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employee shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service.

POLITICAL AND RELIGIOUS AFFILIATIONS.

Section 26. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened, or promised, by any person in the civil service against or in favor of any applicant, eligible, or employee in the classified service because of his political or religious opinions or affiliations.

MISDEMEANOR TO OBSTRUCT RIGHT OF EXAMINATION.

Section 27. Any commissioner, or examiner, or any other person who shall willfully by himself or in co-operation with one or more persons, defeat, deceive or obstruct any person in respect of his or her right of examination or registration, according to this act, or to any rules or regulations prescribed pursuant thereto, or who shall willfully or corruptly, falsely mark, grade, estimate or report upon the examination or proper standing of any person examined, registered or certified, pursuant to the provisions of this act, or aid in so doing, or who shall willfully or corruptly make any false representations concerning the same, or concerning the person examined, or who shall willfully or corruptly furnish any person any special or swret information for the purpose of either improving or injuring the prospects or chances of any persons so examined, registered or

False mpre-

certified, being appointed, employed or promoted, or who shall personate any other person, or permit or aid in any manner any other person to personate him or her, in connection with any examination, or registration or application or request to be examined or False perregistered, shall for each offense be deemed guilty of examination a misdemeanor.

POLITICAL ASSESSMENTS.

Section 28. No officer, agent, clerk or employee under the government of the state shall, directly or indirectly solicit or receive, or be in any manner concerned in soliciting or receiving, any assessment, subscription or contribution, or political service, whether voluntary or involuntary, for any political purpose whatever, from any officer, agent, clerk or employe of the state. Every said officer, agent, clerk or employee who may have charge or control in any building, office, or room occupied for any purpose of said government is hereby authorized to prohibit the entry of any person, and he shall not permit any person to enter the same for the purpose of therein making, collecting, receiving or giving notice, of any political assessment, subscription or contribution, and no person shall enter, or remain in any said office, building, or room, or send or direct any letter or other notice thereto, for the purpose of giving notice of, demanding, or collecting a political assessment, subscription or contribution, nor shall any person therein give notice of, demand, collect or receive, any such assessment, subscription or contri-Any person who shall be guilty of violating or. anv provision of this section shall be guilty of a misdemeanor.

OFFICIAL INFLUENCE.

Section 29. Whoever, while holding any public office, or in nomination for, or while seeking a nomination or appointment for, any public office, shall use or promise to use, whether directly or indirectly.

any official authority or influence (whether then pos-

sessed or merely anticipated) in the way of conferring upon any person, or in order to secure or aid any person in securing any office or public employment or public contract or any nomination, confirmation, promotion, or increase in salary, upon a consideration or condition that the vote or political influence or action of the last named person or any other, Corrupt use shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration, shall be deemed guilty of bribery, or an attempt at bribery as the case may be. And whoever, being a public officer or having or claiming to have, authority or influence for or affecting the nomination, public employment, confirmation, promotion, removal, increase or decrease of salary, or position of any public officer, shall use, or promise or threaten to use, any such authority or influence, directly or indirectly, in order to coerce or persuade the vote or political action of any citizen, or the removal, discharge or promotion of any officer or public employee, or upon any other corrupt consideration, shall also be guilty of bribery or of an attempt at bribery as the case may be. Every person found guilty of such bribery or of an attempt to commit the same as aforesaid, shall, up n conviction thereof, be liable to be punished by a fine of not less than one hundred dollars nor more than three thousand dollars, or to be imprisoned not less than ten days nor more than two years, or to both said fine and imprisonment in the discretion of the court. The phrase by defined "public officer" shall be held to include all public officials in this state, whether paid directly or indirectly from the public treasury of the state, or by

fees or otherwise, and the phrase "public employee"

shall be held to include every person not being an

officer who is paid from said treasury of the state.

fluence dermed bribers.

Penalty.

Pridle of

Palelie emingen de

VIOLATION OF RULES A MISDEMEANOR.

established and published, according to the provisions of this act, makes an appointment to office or selects a person for employment contrary to the provisions of such rule, or wilfully refuses or neglects otherwise to comply with, or to conform to, the provisions of this act, or violates any of such provisions shall be deemed guilty of a misdemeanor. If any person shall be convicted under this section, any public office which such person may hold shall by force of such conviction be rendered vacant, and such person shall be incapable of holding office for the period of five years from the date of such conviction.

PENALTIES FOR MISDEMEANORS UNDER THIS ACT.

SECTION 31. Misdemeanors under the provisions of this act shall be punishable by a fine of not less than fifty dollars nor more than one thousand dollars, or by imprisonment for a term not exceeding two years or by both such fine and imprisonment in the discretion of the court.

TAX PAYERS' RIGHT OF ACTION.

Section 32. The right of any tax payer to bring an action to restrain the payment of compensation to any person appointed to or holding any office or place of employment in violation of the provisions of this act, shall not be limited or denied by reason of the fact that said office, or place of employment shall have been classified, as, or determined to be, not subject to competitive examination; provided, however, that any judgment or injunction granted or made in any such action shall be prospective only, and shall not affect payments already made or due to such persons by the proper disbursing officers, in accordance with the civil service rules in force at the times of such payments.

REPEALS.

SECTION 33. All acts and parts of acts inconsistent with this act are hereby repealed.

ENABLING CLAUSE.

SECTION 34. This act shall take effect and be in force from and after its passage and publication. Approved June 14, 1965.

•				
	•			
•			•	
	•			
	•			

PART VI.

Rules and Regulations of the Civil Service Commission.

THE CIVIL SERVICE RULES.

In accordance with the provisions of chapter 363, of the laws of 1905, the following rules have been prepared for the regulation of the classified civil service of the state of Wisconsin:

Note: Inasmuch as the law is very comprehensive and detailed in its provisions, it has been found necessary for the guidance of the reader to reprint many of its more specific provisions in connection with the rules under the heading to which they refer. The rules prepared by the Commission are numbered. The provisions of the law are designated by letters of the alphabet.

CLASSIFICATION.

RULE I.

- a. The civil service shall be divided into the unclassified service and the classified service. (From section 8.)
- b. The unclassified service shall comprise: All officers elected by the people. All officers and employees appointed by the governor whether subject to confirmation or not. All officers and employees in any department for the creation of which a vote of two-thirds of all the members elected to each house is required. All presidents, deans, principals, professors, instructors, scientific staff and other teachers in the University, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superintendent, warden or other head of the state reformatory, charitable and penal institutions. All persons appointed by name in any statute. All legislative officers. (From section 8.)
- c. The classified service shall comprise all positions not included in the unclassified service. (From section 8.)
- d. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employees. (From section 12.)

CLASSIFIED SERVICE.

RULE II.

Exempt Class.

- a. Appointments in the exempt class may be made without examination. (From section 14.)
 - b. The following positions shall be included in the exempt class:

One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.

One stenographer for each appointing officer, board or commission. The clerks and other assistants and employees of the supreme court. (From section 14.)

- 1. The commission may classify as exempt any position in the competitive or non-competitive classes for reasons stated in section 14 of the law. A public hearing shall be granted for placing any such position in the exempt class upon the formal request of the proper appointing officer.
- 2. Notice of such hearings shall be published at least ten days in advance in one issue of at least one daily newspaper in each of the four largest cities in the state and posted on the bulletin board in the office of the commission for the same period prior to a public hearing.
- c. At any such hearing any tax-payer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. (From section 14.)

SECTION 3. In accordance with the provisions of Section 14. the following positions are placed in the exempt class:

In the office of the State Board of Assessment:

All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents.

(Re-adopted and amended April 17, 1907.)

In the State University:

The registrar of the University, one position.

(Classified Mch. 23, 1906.)

Bona fide students employed in the University for a temporary, occasional or intermittent service at a compensation of not to exceed \$25.00 during any month while the University is in session or of \$40.00 during vacation time.

(Classified Sept. 12, 1906.)

In State Normal Schools:

Bona fide students employed in the state normal schools for occasional, temporary or intermittent service at a compensation of not to exceed \$15.00 for any one month during the school year or of \$30.00 for any one month during vacation periods, are hereby placed in the exempt class.

(Classified Sept. 12, 1906.)

In the office of the State Superintendent of Public Instruction: All members of the Board of Examiners for state teachers' certificates, three positions.

(Classified Mch. 23, 1906.)

In the employment of the State Civil Service Commission:

The position of local examiner for the Civil Service Commission, where the compensation does not exceed \$50 per annum.

(Classified August 10, 1907.)

In the State Geological and Natural History Survey: All members of the scientific staff.

(Classified Mch. 23, 1906.)

In the State Penal and Charitable Institutions: The Chaplain.

(Classified Mch. 23, 1906.)

In the department of the State Dairy and Food Commission:

Special counsel as provided for in Section 1410-a, Statutes of 1898, as amended by Chapter 193, Laws of 1905, and expert agents for the inspection of cheese factories and creameries, when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

RULE III.

Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following classification:

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

- Group A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not otherwise specifically provided for herein.
 - Subdivision 1. Secretaries, chief clerks.
 - 2. Clerks, recorders, registers, copyists.
 - 3. Clerks with special educational requirements.
 - 4. Bookkeepers, accountants.
 - 5. Stenographers and typewriters.
 - 6. Pages, office boys and girls.
- Group B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.
- Group C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.

- Subdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
 - 2. Matrons.
 - 3. Storekeepers.
 - 4. Prison and reformatory keepers and guards.
 - 5. Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
 - 6. Protectors of forest fisheries and game.
 - 7. Messengers, attendants and watchmen.
 - 8. Janitors.
- Group D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.
 - Subdivision 1. Civil engineers.
 - 2. Levelers, surveyors, rodmen.
 - 3. Chainmen.
 - 4. Architects.
 - 5. Architectural draftsmen.
 - 6. Engineering draftsmen.
 - 7. Chief engineers.
 - 8. Electrical engineers, dynamo tenders, electricians.
 - 9. Steam engineers, firemen, engine drivers.
- Group E. Inspectors, which term shall include all positions the duties of which are the inspection of materials or workmanship or the supervision of laborers.
 - Subdivision 1. Superintendents of construction or repairs when not civil engineers or architects..
 - 2. Inspectors of masonry, iron work and other materials and workmanship.
 - 3. Electrical inspectors.
 - 4. Overseers, foremen.

- Group F. Special agents, which term shall include all positions requiring investigative and detective ability.
 - Subdivision 1. Examiners for the insurance department.
 - 2. Examiners for state officers, boards and commissions.
 - 3. Deputy factory inspectors.
 - 4. Inspectors of foods.
 - 5. Inspectors in the educational department..
 - 6. Agents for state institutions.
 - 7. Oil inspectors.
- Group G. Law positions, which term shall include all positions requiring some legal knowledge.
 - Subdivision 1. Law clerks, brief clerks, statutory revision clerks, clerks in other offices whose duties require some legal knowledge.
 - 2. Corporation examiners and clerks.
- Group H. Medical positions, which term shall include all positions requiring medical or pharmaceutic knowledge.
 - Subdivision 1. Physicians, surgeons.
 - 2. Medical examiners.
 - 3. Medical internes.
 - 4. Health officers.
 - 5. Sanitary experts and inspectors.
 - 6. Pharmacists, apothecaries.
 - 7. Veterinarians.
- Group I. Mathematicians, which term shall include all positions requiring special mathematical qualifications.
 - Subdivision 1. Actuaries, statisticians, computers.
 - 2. Expert accountants.
- Group J. Scientists, which term shall include all positions requiring special scientific knowledge.

- Group K. Agriculturists, which term shall include all positions requiring agricultural or horticultural knowledge, including arboriculture and the breeding and care of domestic animals.
 - Subdivision 1. Agriculturists, farmers.
 - 2. Horticulturists, gardeners, arboriculturists.
- Group L. Instructors, which term shall include all positions, the duties of which are scholastic instruction or to educate or test the ability to instruct.
 - Subdivision 1. Principals of schools.
 - 2. Teachers in all branches, other than such as are otherwise specially provided for in this classification.
 - 3. Examiners of educational and scholastic qualifications.
- Group M. Mechanics and craftsmen, which term shall include all positions requiring special mechanical skill, or as tradesmen, not classed as laborers.
- Group N. Miscellaneous positions, which term shall include all positions requiring expert or other qualifications not embraced in the exempt or non-competitive classes, or in other groups in this class.
- Group O. Unskilled laborers.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

2. Classification of service in the state reformatory, charitable and penal institutions, as arranged by the superintendents or heads of the several state institutions, and approved by the State Board of Control.

Competitive.

Supervisor of attendants.

Chief Clerk..

Engineer.

Head-farmer.

Assistant engineer.

Head-gardener.

Fireman.

Head-carpenter.

Druggist.
Attendants.

Head-mason.

Attendants.

Head-tailor.

Bookkeeper. Storekeeper. Head-shoemaker.

Guards.

Head-cook.

Institutional physician.

Foreman of shop.

Teachers.

Non-competitive.

Steward.

Deputy warden.

Assistant steward.

Chaplain.

Matron.

State agents.

Family matron.

Physicians not residing in insti-

Supervisor of boys and girls.

tutions.

Assistant superintendent.

Labor.

Launderer.

Baker.

Barnman.

All common laborers, such as:

Teamster.

Farmers.

Servant.

Gardeners.

Seamstress.

Carpenters.

Kitchen girl.

Masons.

Watchman.

Tailors.

Barber.

Shoemakers.

Butcher.

Cooks, etc.

Painter.

3. The omission in the above classification of any official designation or appellation of a position in the service shall not exclude such position from the classification, as it will be com-

prised in the group and subdivision to which it belongs by the general definition and specifications of such group and subdivision.

- 4. The commission may further subdivide for the purpose of examination and promotion the positions in any group or subdivision thereof.
- 5. The classification of all positions shall be governed solely by the respective duties and functions of such positions, and in requesting from the commission certifications from eligible lists for selection for appointment, the heads of offices shall give in detail the duties attached to such positions, and shall name so near as may be the groups and subdivisions that comprise respectively such duties and functions.

RULE IV.

Non-competitive Class.

- a. The non-competitive class shall include such positions as are not in the exempt class or in the labor class, and which it is impracticable to include in the competitive class. (From section 20.)
- b. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their service. (From section 20.)
- 1. Non-competitive examinations for positions in the non-competitive class shall be given to persons formally nominated for examination to the commission by the proper appointing officer.
- 2. Applicants for non-competitive examinations shall fill out and make oath to the proper application paper, and may file such papers at any time before undergoing an examination.
- 3. The non-competitive examination shall conform as nearly as practicable in subject matter and marking to the competitive examination of the same grade.

SECTION 4. In accordance with the provisions of Section 20, the following positions are placed in the non-competitive class:

In the Office of the Railroad Commission:

All consulting railway expert stastisticians rendering occasional service to the Commission.

(Classified May 24, 1906.)

The position of special Agent, one position.

(Classified Sept. 18, 1907.)

In the Department of the State Treasury Agent:

All deputy treasury agents whose compensation, as shown by the record of the previous year, is less than \$300..

(Classified May 24, 1906.)

In the Department of the State Forester:

The position of Assistant State Forester is hereby placed in the non-competitive class until April 19, 1908, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur.

(Classified April 19, 1906.)

In the State University:

The position of State Organizer for University Extension until July 20, 1908, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur. (Classified July 19, 1906.)

The position of Library Assistant for University Extension until July 20, 1908, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur. (Classified July 19, 1906.)

The position of Stenographer, one position, in the Department of Economics. (Classified February 20, 1907.)

The position of farmers' institute conductor and assistant in farmers' institutes, (all positions) as provided for in Section 1494—b, Revised Statutes, '98.

(Classified October 22, 1906.)

The position of Stenographer for the University faculty for a period not to exceed one year from the date of the adoption of this rule.

(Classified October 7, 1907.)

The position of Stenographer for the Dean of the Department of University Correspondence for a period not to exceed one year from the date of the adoption of this rule.

(Classified October 7, 1907.)

In the Departments of the State Tax Commission and State Railroad Commission:

All persons employed by the State Tax Commission and by the State Railroad Commission in determining the physical valuation of the steam railroads and the street railway and public utility properties of the State of Wisconsin, as follows:

One Civil Engineer Inspector.

One Chief Mechanical Inspector.

One Chief Electrical Inspector.

One or more Field Civil Engineer Inspectors.

One or more Field Mechanical Inspectors.

One or more Field Electrical Inspectors.

One or more Assistant Field Inspectors.

. One or more Engineering Computers.

(Classified December 5, 1907.)

In the Bureau of Labor and Industrial Statistics:

One position as special agent for the Commissioner of Labor and Statistics to investigate and report concerning wages, hours of labor, factory and home life of girls in the City of Milwaukee, this position to terminate when the investigation is completed, and to continue for a period of not to exceed one year from the date of the adoption of this rule.

(Classified September 21, 1907.)

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report in co-opera-

on subjects which may be agreed upon with that Association, said reports to be published by the Commissioner. This investigation shall continue for a period of not to exceed one year from the date of this rule and the compensation shall not exceed One thousand dollars (\$1,000) per annum.

One position as special agent for the Commissioner of Labor and Industrial Statistics to investigate and report concerning wages, hours of labor and conditions of employes of public utilities in the State of Wisconsin at a compensation of not to exceed Five hundred dollars (500), including traveling expenses; this position to terminate when the investigation is completed and to continue for a period of not to exceed one year from the date of this rule.

(Classified March 5, 1908.)

RULE V.

Applicants.

- a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
 - b The commission may require in connection with such application such certificates of citizens, physicians, or others having knowledge of the applicant as the good of the service may require. (From section 11.)
 - c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the pre-liminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility or appointment, or refuses to furnish testimony as required in section VII of this act. (From section 11.)
 - e. Whenever the said commission refuses to examine an applicant after an examination to certify an eligible, as provided in this sec-

tion then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. (From section 11.)

RULE VI.

Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:
 - 1. His full name, residence and post office address.
 - 2. His nationality, age and the place and date of his birth.
 - 3. His health and his physical capacity for public service.
 - 4. His business and employments and residences for at least the five previous years.
 - 5. Such other information as may be reasonably required touching the applicant's merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From section 11.)
- 1. Whenever an application is rejected or whenever an applicant fails to pass an examination, notice of such rejection or failure to pass examination shall be mailed to the applicant.

RULE VII.

Examiners.

- a. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of the department or office in which such person serves, act as local examiners. (From section IV.)
- b. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the office in which they are serving, and time shall be allowed therefore during office hours and no compensation shall be paid such officers for such service. (From section IV.)
- 1. In preparing examinations of a technical or special character, or where the requirements are peculiarly within the knowledge of the department in which appointment is to be made, the chief examiner shall in his discretion consult with the incumbent of such office or with the head of such institu-

tion or department or with such other persons as may have knowledge and experience in matters pertaining to the examination and shall use his judgment in selecting questions from the lists submitted by them.

RULE VIII.

Local Examiners.

1. The Civil Service Commission shall appoint at least one local examining board for each county.

(As amended June 27, 1907.)

- 2. The local board shall be non-partisan in character and shall consist of three persons residing in the district.
- 3. The Commission shall appoint one member of the local examining board as supervising examiner, whose duty it shall be to be present at the time and place designated by the commission for holding an examination and to take charge of the examination. The supervising examiner shall also act as secretary.
- 4. Upon receiving notice of appointment the local examining board shall, subject to the call of the supervising examiner, meet and elect a president. It may suggest to the chief examiner at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rules and regulations of the commission governing examinations and take such measures as may be necessary to insure fairness.
- 5. In case of the temporary disability of the supervising examiner, the local board may designate some other member to take charge of the examination and may procure such outside sesistance as may be deemed necessary.
 - 6. No person shall be admitted to examination who does not 15—C. S.

present an admission card issued to him by the state civil service commission.

- 7. The local examiners may receive applications for positions in the labor class and, except where otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies, except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

- a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. (From section 10.)
- b. Examinations shall be held at such times and places as shall, in 'he judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- c. Examinations shall be held simultaneously at at least one convenient point in each county of the state. (From section 10.)
- d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employee in the classified service because of his political or religious opinions or affiliations (From section 26.)
- 1. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects, shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Wherever in a general competitive examination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required of eligibiles and such examination may be held at the time and place indicated by the commission.

- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate class of service, and proficiency in any subject shall be credited in grading the standing of the person examined, in proportion to the value of a knowledge of such subject in the branch or part of the service which the applicant seeks to enter.
- 4. In the absence of any regulations to the contrary non-competitive examinations shall be conducted by the chief examiner or his authorized deputy, and the papers shall be marked by him with the assistance of such persons as he may select.
- 5. The commission may authorize as an element in any non-competitive or special examination, an oral examination, particularly where administrative functions, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate direction of the chief examiner or his authorized deputy, and a record of such examination shall be preserved.
- 6. Upon the request of any officer or board having the power of appointment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or non-competitive examinations for such office or position.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for all positions shall be one year. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated

position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.

- 4. Whenever there remain on the register the names of any eligibles for any position at the time when the names of eligibles, ascertained by a new examination, are to be entered thereon the names of all the eligibles shall be registered subject to the provisions of section 3, Rule X.
- 5. When two or more eligibles on a register have the same average percentage, preference in certification shall be determined by the order in which their applications were filed, but neither priority in the date of application nor of examination will give any other advantage in position on the register of eligibles.
- 6. Whenever the commission is notified that proficiency in a special subject is needed in the position to be filled, it may, upon request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications and shall certify them in their order or shall in its discretion conduct a new examination.
- 7. In accordance with the provisions of section XVI of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.
- 8. In accordance with the provisions of section XVI of the law, any veteran of the late civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three

names standing highest in the appropriate eligible list giving preference in such certification to veterans of the late civil war.

2. In case objection is made by the appointing officer to any

of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.

- 3. In certifying from the eligible list for deputy game wardens, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for the appointing officers, but dismissal for cause may be made during the appointing offices, but dismissal for cause may be made during such period. (From section IX.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.
- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section IX.)
- c in every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certifications. From section XVI.)
- 5. When an eligible certified for appointment shall fail to except an offer of appointment by mail within six business days next succeeding the mailing of notice of appointment, or thall fail to accept an appointment within the same or next

succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegram, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, be deemed to have declined the appointment.

- 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be stricken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
- 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified.
- 8. Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefciency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the Commission, be reinstated on the eligible list.

(Adopted May 8, 1907. Approved May 9, 1907.)

RULE XII.

Temporary and Exceptional Appointments. .

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing efficer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for non-competitive examination, and if such nominee shall be certified by the said commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy until a selection

and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. (From section VII.)

- b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments be made. (From section XVIII.)
- c. In case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section XVII.)
- d. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not be made under this provision. (From section XVII.)

The acceptance or refusal of an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position. (From section XVII.)

Section 1. Whenever there is no suitable eligible list for a position in question, appointment may be made to the position of teacher in any of the state reformatory, charitable and penal institutions without examination.

(Adopted April 17, 1907.)

RULE XIII.

Reinstatements.

a. Any person who has held a position by appointment under the civil service rules and who has been separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated. (From section XIX.)

RULE XIV.

Transfers.

1. Upon request of the head of the department affected, a person who has received an appointment in accordance with the civil service law and rules, to a position in the competitive class and who has served the required probationary term, may be transferred to a position similar in character in the same group and subdivision upon certification by the commission.

RULE XV.

Promotions.

1. A change in rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

(Adopted July 17, 1907. Approved August 10, 1907.)

- 2. Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served three months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct, and seniority.
 - 3. Whenever there are less than three persons in the next

lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination.

- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade.
- 5. The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties to be filled and the duties which the persons seeking the promotion perform.
- 6. In case the records of efficiency, character and conduct have not been regularly and properly kept and filed, the commission shall refuse to hold promotion examinations until proper records are received, or shall disregard records as an element in the examination.
 - 7. The grades for all departments shall be the following:
 - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum.
 - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
 - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum..
 - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
 - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.

- Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
- Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.
- 8. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

RULE XVI.

Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

RULE XVII.

LABOR CLASS.

Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section XXI.)
- b. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localities, institutions and departments. (From section XXI.)
- 1. The commission may appoint in any county or district in which is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulations of the commission, keep a register of all accepted applicants in the labor class and shall keep the commission informed of all names recommended to appointing officers, all changes in the local register, including all appointments from the register, all additions to the register, and all delinquencies of applicants, and shall be guided by such instructions as the commission may from time to time furnish him.

The Civil Scrvice Rules.

Examinations.

- c. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies. From section XXI.)
 - 3. Veterans of the late civil war shall be required to pass the same examination as may be required for other candidates for positions in the labor class, except as to age.
 - 4. The commission may require a medical examination whenever in its judgment such examination is deemed necessary, and may require that the expense of such exmination shall be borne by the applicant.

Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the register for one year except as follows:
- a. When an application, together with a report of former employers, shows an applicant unfit or unworthy to serve the state, the commission shall immediately notify the local registration officer who shall strike the applicant's name from the register.
- b. Any applicant who fails to keep the local registration officer and the commission informed of his postoffice address or who fails to reply promptly to notices of appointment, or who fails to give satisfactory reasons for refusing to accept service, or who is found to have intentionally made false and misleading statements in an application, shall have his name stricken from the register.
- 6. Whenever an applicant for registration in the labor class wall have been rejected, notice of such rejection shall be mailed to him.
- 4. Where the labor service of any institution or department extends to separate localities, the commission may provide separate registrative lists for each district or locality. (From section XXI.)

- 7. Preference in registration shall be given to applicants whose qualifications, determined by their applications and testimonials and such other examination as may be required, most nearly approach the standards set by the commission as to age, citizenship, physical condition, character and habits, and previous experience and efficiency.
- 8. In accordance with the standard established by the commission all applicants for positions in the labor class shall be graded as follows:

Grade 1 shall include all applicants whose qualifications are marked by the commission as "good," which term shall signify a reasonable conformity established by the commission as provided for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

- 9. It being the avowed policy of the state that preference in appointment shall be given to applicants whose qualifications best fit them for the service required, preference shall be given to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where there are less than three eligible applicants registered in grade 1, whose qualifications fit them for the service required.
- 10. No person who has been discharged for misconduct shall be again eligible for registration for at least one year after the time that he is discharged.

Certification and Appointment.

- e. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. (From section XXI.)
- 11. Whenever an appointing officer shall request the certification from the commission or from the local registration officer of names of persons for appointment to any position in the labor class, the secretary of the commission or the local registration officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons standing

highest on the eligible list, if there be so many registered in the grade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission of more than one vacancy at any time, the secretary or registration officer shall certify to the appointing officer the names of as many persons as there are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation of the commission, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified, but in other cases certification shall be made without regard to sex.
- 14 In cases of emergency, appointments to permanent positions in the labor class may be made without regard to the list, but no emergency appointment shall continue more than ten days.
- 15. In filling permanent positions in the labor class, appointing officers may, when a local registration list has been exhausted, or when, because of the peculiar nature of the duties of the position to be filled, it is found inexpedient or impracticable to make a selection from the local list, make requisition upon the commission for a list of candidates registered for service in the state at large.
- 16. Where the service to be rendered by an appointee in the labor class is for a temporary period not to exceed one month, and the need of such service is immediate and urgent, the appointing officer may select for such temporary service any person whose name appears on the register. But when the local registration list is exhausted, the appointing officer may make his selection without reference to the rules and regulations of the commission.

RULE XVIII.

7

+

1

Recommendations.

No recommendation for any person who shall apply for office or the provisions of this

act, or of the rules established pursuant thereto, except as to ch ter, and, in the case of former employers, as to ability, shall be a to, or considered by any person concerned in making any examina registration, appointment, promotion, or reinstatement under this and the rules made pursuant thereto. No recommendation whatse shall relate to the political or religious opinions of any appli (From section XXV.)

- b. No recommendation for the promotion of any person in the cliffied service shall be considered by any person concerned in ma promotions except it be made by the officer or officers under w supervision or control such employee is serving. (From section X
- c. Any recommendations made contrary to the provisions of this tion with the knowledge and consent of the applicant or employee be sufficient cause for refusing his application or appointment, o debarring him from the promotion proposed, and a repetition of offense shall be sufficient cause for removing him from the ser (From section XXV.)
- d. All recommendations of applicants for office received by the commission, or by any appointing officer, shall be kept and prese by the commission, and all such records, recommendations of fo employers excepted, and all written causes of removal and ans thereto filed with it, shall, subject to reasonable regulations, be to public inspection. (From section VII.)

RULE XIX.

Roster.

1. In accordance with the provisions of section 24 of law and subject to the regulations of the commission, the retary or president of the commission shall compare each roll, estimate or account for services, with the official roand shall attach thereto or place thereon a certificate in f prescribed by the commission.

RULE XX.

Regulations.

1. The commission shall prescribe and enforce suitable r lations for carrying into effect the provisions of these r and those of the civil service law not inconsistent there and shall prescribe blank forms for all applications, ce cates, reports, records and returns required under these r and the regulations made in pursuance thereof.

The foregoing rules, prepared and adopted by the State Civil Service Commission, are hereby transmitted to the Governor for his approval.

T. J. CUNNINGHAM,
S. E. SPARLING,
OTTO GAFFRON,
State Civil Service Commissioners.

December 12, 1905.

The foregoing rules prescribed by the State Civil Service Commission, are hereby approved.

ROBERT M. LAFOLLETTE,

Governor.

State of Wisconsin,

Executive Chamber.

December 14, 1905.

REGULATIONS.

ADOPTING ORDER.

The State Civil Service Commission under the authority conferred by section 7 of the Civil Service Law and rule 20 of the rules prescribed pursuant thereto, approved by the governor, and promulgated on the 14th day of December, 1905, hereby makes the folowing regulations, reserving the right to modify the same from time to time, and to prescribe such special regulations as may be expedient for the proper enforcement of the rules aforesaid.

REGULATION I.

The President.

1. The president, subject to the direction of the Commission, shall have such general authority and responsibility in the administration of the law, rules and regulations as shall not be inconsistent with the powers reserved to the Commission or vested in some other officer.

REGULATION II.

Chief Examiner and Secretary.

- 1. The chief examiner and secretary, subject to the direction of the Commission, shall be governed as follows:
- 2. He shall keep the minutes of the proceedings of the Commission, have charge of all books, records, accounts, papers, the official seal and other property of the Commission.

- 3. He shall prepare blank forms for applicants for examination, registration or certification, receive all applications for examination and keep a register of applicants.
- 4. He shall supervise the preparation of questions and make all other necessary preliminary arrangements for examinations, issue authority to local examining boards to hold examinations and assign and direct their work. He shall supervise and pass upon the marking and grading of all examination papers, shall determine all questions of eligibility, notify candidates of the result of their examination and enter names of successful competitors upon the proper register of eligibles.
- 5. He shall make certification to appointing officers upon their request of the names of those eligible to appointment for employment.
- 6. He shall keep the official roster and pass upon all payrells of persons employed in the classified service in the various departments.
- 7. He shall conduct the correspondence of the Commission and perform such other appropriate duties as may from time to time be assigned to him by the Commission.

REGULATION III.

Applications.

- 1. Applicants for positions in the recognized mechanical trades, must have had not less than two years' continuous successful experience in the practice of their trade, in addition to such time as they may have served as apprentices. For head mechanics having supervisory charge of work a longer term of experience will be required, and previous experience as a supervisor or foreman may also be required.
- 2. The chief examiner shall upon receiving the application of a candidate for examination take such steps as may be necessary to determine whether his preliminary qualifications entitle him to compete in the examination, and, in case they are found satisfactory, he shall mail the candidate a notifica-

tion which shall also serve as an admission card to the examination.

- 3. Any applicant who fails to receive notice from the Commission of an examination, or who gives satisfactory reasons for failure to attend, shall be notified to attend the next examination for the same class or group provided such examination is held within one year from the date of filing the original application.
- 4. Defective applications will be returned to applicants with a notice to amend the same but will not be returned a second time.
- 5. Applications, must, in all cases, be made upon the blanks furnished by the Commission and must be received at least six days prior to the time set for the examination. Late applicants will be admitted in all cases where practicable.

REGULATION IV.

Examiners.

- 1. All persons having charge of the preparation of questions, or of marking of examination papers, shall use due diligence in preserving secrecy, both as to the nature of the forthcoming examination and as to details of examination papers. Applicants should be seated apart.
- 2. The marking of each question or subject shall be made on a scale of 100, which shall represent entire accuracy. Handwriting will be judged by its legibility, uniform and correct formation of letters and ease of execution. Upon a comparison of the handwriting of all, the best and worst should be first determined, and the two extremes of the scale thus fixed; the others should be marked relatively to them. In writing from dictation or copying from manuscript, the omission, repetition or substitution of words, the erasures, blots and other evidence of carelessness, will reduce the marking below 100. Abstracts or summaries of documents and letter-writing, will

be marked as in handwriting, by determining the best and worst examples; and the examiners, having marked these, will then mark the others proportionately.

- 3. In each of the other subjects, each question shall be marked on a scale of 100; and the sum of such markings, divided by the number of questions in that subject, shall determine the standing on such subject.
- 4. Supervising examiners in charge of examinations shall take all due precautions, and use such measures as may be needful to prevent fraud and collusion.
- 5. All examination questions, together with the instructions governing the competitive examinations, will be forwarded to the local boards of examiners at least five days prior to the date of holding the examination. The package containing examination questions and instructions shall not be opened except in the presence of competitors at the hour set for the examination.

REGULATION V.

Competitive Examinations.

- 1. Applicants must present themselves punctually at the times and places specified in their official notices to attend, and they will be admitted to examination upon the production of such notices.
- 2. In order to identify competitors, each competitor shall be required at the opening of an examination to fill out an identification sheet furnished him by the local examiner. He will be furnished with a supply of concealed examination numbers. One of these he will attach to his identification sheet; the others shall be retained by him to be attached to each of his examination papers. His name shall not appear in his examination in any other place than upon the identification sheet. Immediately upon filling out the identification sheet the applicant shall enclose it in a scaled envelope which shall be opened in the office of the Commission, only after all examination papers have been marked and graded.

- 3. No instructions or explanations in reference to examination shall be given to applicants separately, but all shall be publicly announced to all persons in the examination room and shall, so far as possible, be confined to such as are furnished in printed or written form by the Commission.
- 4. Candidates shall not leave the room with a paper unfinished except in cases of extreme necessity and only with permission of the supervising examiner and such permission shall in each case be reported by name to the chief examiner.
- 5. All communication or conversation shall be strictly prohibited and the slightest violation of this rule shall be reported by name to the chief examiner. Candidates may bring pens, pencils and ink but shall not be permitted to carry with them upon entering or leaving the examination room, blotters, blank paper, scratch paper, any note books, books or pamphlets. Each applicant shall be required to complete his examination within the allotted time.
- 6. The local examining board shall report by applicant's name any violation on his part of the rules, regulations, and instructions governing examinations.
- 7. At the close of an examination the supervising examiner shall collect all question papers, examination papers, scratch papers and blotters issued to the candidates and shall return all question papers and examination papers to the chief examiner.
- 8. The percentage attained in each subject for examination shall be multiplied by the weight prescribed for each by the Commission; and the quotient found by the division of the aggregate of value so arrived at, of each applicant, by the aggregate of weights shall constitute the percentage of condition of such applicant.

REGULATION VI.

Eligibles.

1. No person shall have his name entered upon the eligible list who fails to attain an average percentage of 70 or over on all required subjects.

- 2. Lists of eligibles may be made public, but the names of applicants failing to obtain standing on eligible lists will not be made public nor will their examination papers be exhibited, nor will any information be given about them.
- 3. Every application paper and accompanying certificate will remain on file in the office of the Commission, and under no circumstances or conditions will the originals be returned to the applicant.

REGULATION VII.

Information.

- 1. Copies of questions used in examination will not be furnished except where they are published by the Commission for general information.
- 2. Abstracts of the law, rules and regulations and other pertinent matter will be published by the Commission from time to time, for the information of appointing officers, applicants, candidates and others concerned.
- 3. The Commission cannot undertake to answer inquiries relating to cases which are not officially before it for decision, nor can it decide, except in cases of actual candidates, questions respecting the application of the rules and regulations.
- 4. Particular answers cannot be given to inquries which are answered expressly or by implication in published regulations or other similar documents.
- 5. The Commission cannot give any information upon the following points: (a) regarding positions in the unclassified service or in the exempt class of the classified service; (b) regarding vacancies in any position existing or prospective; (c) regarding the duties of positions except as indicated by their classification; (d) regarding the personal interests of any intending or actual applicant, candidate or eligible.
- 6. The examination papers of a competitor will be exhibited only to the competitor or his duly authorized representative, or to the appointing officer to whom his name is certified.
 - 7. The qualifications of applicants and subjects of examina-

tion, as prepared from time to time, will be published, but in regard to certain positions in which vacancies are rare the nature and extent of the examinations may not be determined until vacancies occur.

8. Applicants shall be notified of the results of their examination.

REGULATION VIII.

Pay-rolls.

1. Pay-rolls of the classified service shall be made in duplicate, whenever requested, and a copy shall be filed permanently with the records of the Commission.

REGULATION IX.

Labor Class.

1. Application blanks and instructions for registering applicants will be furnished the local registration officer by the Commission, and the applicants shall be registered by him in the order in which applications are received.

REGULATION X.

Meetings.

1. Regular meetings of the Commission shall be held at the capitol on the third Thursday of each month at two o'clock P. M., but other meetings at which any official business may be transacted may be called by the president.

By the Commission.

Attest:

F. E. DOTY,

Secretary and Chief Examiner,

Madison, Wis., Dec. 21, 1905,

PART VII.

Roster of Employes, July, 1908.

ROSTER OF EMPLOYES IN THE CLASSIFIED SERVICE.

STATE BOARD OF ASSESSMENT.

Name.	Position.	Compensation.
	Exempt Class.	
Bertha D. Moritz		\$7 5 00 167 0 0
	Competitive Class.	
C. M. Larson	. Asst. Engineer	\$150 00
Myrtle Shanks		65 00
A. E. James	. Assistant and Special Agent	125 00
F. A. Crocker	Assistant and Special Agent	100 00
P. N. Reynold	Assistant and Special Agent	100 0
M. H. Pengra	. Assistant and Special Agent	85 06
J. H. Curtin	Assistant and Special Agent	75.00
H. T. Nolan	Assistant and Special Agent	75.0
H. V. Cowles	Assistant and Special Agent	75.0
R. A. Karges	. Assistant and Special Agent	75 0
G. W. Blanchard	1 (**)	75 0
Ida Dwinnell		co o
Katherine Luft		45 0
Elsie Dillman		40 0 20 0
Hazel Highee	• • • • • • • • • • • • • • • • • • • •	40 0

ATTORNEY GENERAL'S DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Russell Jackson Evelyn M. Schuckhart	Deputy Attorney General Stenographer	\$300 00 75 00
A. C. Titus Frank T. Tucker J. E. Messerschmidt Lee T. Pond Fannie G. Clemons		\$250 00 203 34 106 66 100 00 75 00

STATE BOARD OF CONTROL.

Name.	Position.	Compensation.
	Exempt Class.	
M. J. Tappins Frances R. Dunn	Secretary Stenographer	\$208 84 66 6 7
	Competitive Class.	
A. C. Lerum H. F. Lerdall Wm. F. Bart J. E. Barnard	Chief Clerk First Asst. Chief Clerk Second Asst. Chief Clerk Clerk	\$125 00 91 67 75 00 66 67

DAIRY AND FOOD COMMISSIONER'S DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
U. S. Baer Ethel D. Thomas	Assistant Commissioner	\$133 35 75 00
	Competiti√e Class.	
Richard Fischer H. C. Larson P. M. Bussell Harry Klueter F. E. Carswell	Chemist Second Asst. Commissioner Chief Food Inspector Assistant Chemist Cheese Factory, Dairy and Food In-	\$150 0U 188 35 100 0U 100 00
E. L. Aderhold	spector Cheese Factory, Dairy and Food In-	100 00
J. D. Cannon	spector Cheese Factory, Dairy and Food In-	100 00
Fred Marty	spector	100 00
Thos. Corneliuson P. A. Larson Jas. VanDuser Fred P. Downing A. E. Kundert Florense Q. Norton W. P. Scott	spector Creamery, Dairy and Food Inspector Assistant Chemist Assistant Chemist Secretary Food Inspector, per day	100 06 100 00 100 00 100 00 50 00 125 00 100 00 8 00

DEPARTMENT OF STATE CIVIL SERVICE.

Name.	Position.	Compensation.
F. E. Doty	Exempt Class. Secretary and Chief Examiner Stenographer	\$208 34 70 00
	Competitive Class.	
F. L. Fawcett H. S. Knight C. McGuan	Chief Clerk Assistant Examiner Clerk, temporarily	\$116 66 116 66 80 00

COMMISSIONERS OF FISHERIES.

Name.	Position.	Compensation.
	Exempt Class.	
Jas. Nevins	Superintendent	\$208 3
	Competitive Class.	
Arthur Sykes	Chief Clerk	\$135 00
Matt Patterson	Clerk	50 00
Valentine Maag	Foreman	75 00
Phil. G. Zalsman	Foreman	85 00
John Mang	Foreman	90 00
Robert Ripple	Foreman	80 00
Albert Gallagher	Foreman	80 00
Henry Sykes Ben. Durkee	Foreman	100 00 60 00
Dell. Durkee		60 (4
	Labor Class.	
Frank C. Ramsdale	Laborer	\$60 0
Frank H. Meade	Laborer	50 0
Bernard Holtman	Laborer	60 0
Andrew Wahlquist	Laborer	50 0
Hugo Dufva	Laborer	50 0
Fred Wahlquist	Laborer	45 0 50 0
Andrew Gilquist Jas. Foy	Laborer	55 O
Frank Purcell	Laborer	22 7
Willmot Nevin	Laborer	54 0

STATE BOARD OF FORESTRY.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
E. M. Griffith Laune Spoor	State Forester	\$209 00 50 00
	Competitive Class.	
F. B. Moody M. A. Castle C. H. Doriot P. Jacobs R. T. O'Gara D. L. Nauman	Assistant State Forester Clerk Cruiser, per day Cruiser, per day Cruiser, per day Head Fire Warden, Temporarily	\$125 00 66 00 5 00 5 00 5 00 100 00

FREE LIBRARY COMMISSION.

Name.	Position.	Com- pensa- tion.
•	Exempt Class.	
Lucy M. Curtiss	Stenographer	\$60 00
	Competitive Class.	
Mrs. William Corcoran	Caretaker L. S.	\$25 00
Makel Homewood Irene Johnson	Stenographer Trav. Lib. Dept	35 00 40 UU
L. S. Keyes	Assistant, 6 days	5 77
A. L. Mayers	Messenger	85 00
Lanra Scott	Chief Clerk	90 83
Blanche Spencer	Stenographer	83 33
Marie Christenson	Stenographer, temporary	30 00 25 00
William Nielson	Messenger	25 00

DEPARTMENT OF STATE GAME WARDEN.

lerman Ansorge I. E. Berg I. A. Bowman Deputy O hn Buckley O hn Hoputy O hn Ho	Exempt Class.	**************************************
Ierman Ansorge I. E. Berg I. A. Bowman I. B. Brown I. Deputy I. De		
lerman Ansorge I. E. Berg I. A. Bowman Deputy O hn Buckley O hn Hoputy O hoputy O hn Hoslam O hn Buckley O hn Hoputy O hoputy O hn Haslam O hn Buckley O hn Holl O hn Hill		
I. E. Berg I. A. Bowman Deputy Deputy Deputy Deputy Deputy Deputy Lobert Clark Lotert Clark Lote		
A. Bowman B. Brown C. A. Cole C. Cole		
B Brown o hn Buckley obert Clark Intt Christiansen A Cole no S. Cralg The Deputy The Long The Long The Chart The Long The Chart The Long The Chart		
obert Clark att Christiansen A Cole to S. Cralg E. Folge E. Foltette W. Foster J. Fumelle thas J. Good red Gerhardt C. Gruebner I. Hulbert The Haslam Beputy		
att Christiansen A Cole S Craig W Dartt R, De Long eter Drafabl E Foltette W Foster J Fumelle bas. J. Good red Gerhardt W Gratz C Gruebner I Hulbert The Hanson B Hill Obert Hitchon F Hull ans Henricksen eo L. Kingsley B. Kirkhoff lichael Kleist C Kolb A Laveil A Laveil C Grueb Deputy		
A Cole S. Craig W. Dartt R. De Long eter Drafabl E. Foliette W. Foster J. Fumelle bas. J. Good red Gerhardt W. Gratz C. Gruebner I. Hulbert M. Hageman Deputy Deput		
No S. Cralg W Dartt R. De Long eter Drafabl E. Foltette W. Foster J. Fumelle has. J. Good red Gerhardt W. Gratz C. Gruebner I. Hulbert Deputy		
R. De Long Deputy Eter Drafahl E. Follette W. Foster J. Fumelle Deputy D		
R. De Long eter Drafahl E. Follette W. Foster J. Fumelle has. J. Good red Gerhardt W. Graiz C. Gruebner I. Hulbert Deputy		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
E. Foltette W. Foster J. Fumelle Deputy		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
W. Foster J. Fumelle Deputy		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
J. Fumelle Deputy		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
nas. J. Good red Gerhardt W. Gratz C. Gruebner H. Hulbert Deputy		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
red Gerhardt W. Gratz C. Gruebner I. Hulbert Deputy		
W. Graiz C. Gruebner I. Hulbert B. Haslam B. Hegeman Seph T. Hanson B. Hill Bert Hitchon F. Hull Bert Hidebrand L. Immel Deputy W. Johnston C. Kingsley B. Kirkhoff C. Kolb A. Lavell S. Little H. Longdin O. Lund C. Monard Deputy		
I. Hulbert In Haslam III Hegeman III Hegem		
m Haslam m Hegeman seph T Hanson B Hill bert Hitchen F Hull ms Henricksen berty Hildebrand L Immel Deputy		
m Hegeman seph T Hanson B Hill bert Hitchen F. Hull ns Henricksen nry Hildebrand L Immel W. Johnston C. Kingsley B. Kirkhoff clast Kleist C. Kolb A. Lavell S. Little H. Longdin O. Lund C. Kund Deputy		
scell T Hanson B Hill Bert Hitchon F. Hull Deputy		
B Hill Deputy		1
F. Hull Institute the property of the propert		
nns Henricksen Pary Hildebrand L Immel W. Johnston O L. Kingsley B. Kirkhoff Chael Kleist C. Kolb A. Lavell S. Little H. Longdin O Lupd Deputy		
L Immel Deputy W. Johnston Deputy O L. Kingsley Deputy B. Kirkhoff Deputy C. Kolb Deputy A. Lavell Deputy S. Little Deputy H. Longdin Deputy C. Lund Deputy Deputy Deputy Deputy Deputy		
L Immel Deputy W. Johnston Deputy Deputy B. Kirkhoff Deputy C. Kolb Deputy A. Lavell Deputy S. Little Deputy H. Longdin Deputy C. Lund Deputy Deputy Deputy Deputy Deputy Deputy		1 2
W. Johnston O L. Kingsley B. Kirkhoff C. Kolb A. Lavell S. Little H. Longdin O. Lund Deputy	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	9
B. Kirkhoff Deputy C. Kolb Deputy A. Lavell Deputy S. Little Deputy H. Longdin Deputy C. Lund Deputy Deputy Deputy Deputy Deputy Deputy Deputy Deputy		1 3
chael Kleist Deputy C. Kolb Deputy A. Lavell Deputy S. Little Deputy H. Longdin Deputy O. Lund Deputy t McManus Deputy		1
C. Kolb A. Lavell S. Little H. Longdin O. Lund Deputy Deputy Deputy Deputy Deputy Deputy		
A. Lavell Deputy S. Little Deputy H. Longdin Deputy O. Lund Deputy tt McManus Deputy	***************************************	
S. Little Deputy H. Longdin Deputy O. Lund Deputy It McManus Deputy		2
H. Longdin Deputy O. Lund Deputy It McManus Deputy		
t McManus Deputy		3
Manual Danute		1
o. beautel Deputy		2
C Manuta		9
		3
O'Connor Deputy	44 4	2
	***********************	2
O Daniel		3
Donath		9
4.	415	
E. Rooth Deputy	4400411114114114111	9
s. C. N. Rowell Deputy		2
T. Condomon Danuty	************************	2
The Samuel Branches		2
99 244		2
D Stuart Deputy	441444418441041444444444444444444444444	2
. W. True Deputy	4710-4444444	2
	************************	2
		. 2
19 THE A. O. L. C.		9
agh Wilson Deputy .		

STATE BOARD OF HEALTH AND VITAL STATISTICS.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
A. A. Walter	Stenographer	\$65 00
	Competitive Class.	
L. W. Hutchcroft May Wolf Alma Anderson	Stenographer	\$125 00 55 00 50 00
Lulu Vaughan	Stenographer	50 00 40 00
Winnie Warner	Clerk	40 00

DEPARTMENT OF INSURANCE.

Name.	Position.	Compensation.
	Exempt Class.	
M. W. Walte R. H. Hillyer	Deputy Insurance Commissioner Stenographer	\$150 00 100 00
	Competitive Class.	
Eugene Shepard L. A. Anderson P. D. Gurnee E. A. Ketcham Frank Bryant Mrs. M. Monteith William Glenz N. J. Frey	Chief Clerk Actuary Assistant Actuary Examiner License Clerk Filing Clerk Clerk Clerk	\$116 68 200 00 125 00 116 66 100 00 100 00 100 00

BUREAU OF LABOR AND INDUSTRIAL STATISTICS.

Name.	Position.	Compensation.
M. O. Lorenz	Exempt Class. Deputy Commissioner Stenographer Competitive Class.	\$134 00 70 00
W. O. Pietzsch L. W. Milis Rena Beck J. E. Vallier J. A. Norris Aug. Lehnoff A. L. Kaems H. P. Peterson T. A. Walby J. R. Bloom D. D. Evans C. S. Porter Ira L. Lockney Wm. Straub C. J. Kremer Rosa M. Perdue W. L. Bullock Alma H. Kreuger Leona R. Webster Mary A. Hewitt Rose S. Moore Alice S. Godfrey Regina Tormey Winnifred Showalter Mary K. Coleman Florence Lyon3 Anna Lorrigan	Chief Clerk Clerk, temporary Clerk Factory Inspector Assistant Factory Inspector Bakery Inspector Asst. Factory Inspector Extra Clerk Extra Clerk Extra Clerk, temporary	\$117 00 91 00 70 00 125 00 100 00 100 00 100 00 100 00 100 00 100 00 100 00 100 00 45 00 45 00 45 00 45 00 45 00 45 00 45 00 45 00 45 00

STATE HISTORICAL SOCIETY.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Magnus Nelson	Head Janitor and general mechanic. Janitor and general mechanic Janitor and general mechanic	\$70 00 00 00 00 00
	Labor Class.	
Bennie Butts Tillie Gunkel Elizabeth Alsheimer Anna Mausbach Gertrude Nelson Elizabeth Schmelzer Leo. P. Link Nelia Warnecke Anna Flad Carl Nelson	Cloak Room attendant	\$50 00 43 28 82 (0 3? 00 80 00 82 00 18 00 26 00

DEPARTMENT OF PUBLIC LANDS.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
B J Castle Windred Baldwin	Chief Clerk	\$1.50 00 80 00
	Competitive Class.	
W H. Bennett Mart Lawpert	Assistant Chief Clerk	\$184 00 116 00

BOARD OF NORMAL SCHOOLS.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Plorence Reynolds	Stenographer Secretary	\$60 O
	Competitive Class.	
Milwaukee:		
Mand Burdick	Clerk	\$75.0
Alice Free	Assistant Clerk	50 0
Otto Schmidt	Engineer Janitor	180 0 45 0
Oshkosh:	VMM1.CVI >	40 0
Edwin C. Behling	Assistant Janitor	\$35 0
198 M Breitkrents	Stenographer	65 0
Evan Vincent	Janitor	65 0
L W. Vosberg	Engineer	70 0 10 0
Platfeville:	- IQM101	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Beile Burke	Clerk	\$65.0
Mrs J Grindell	Planist	20 0
W A Henry	Janitor	60 0 60 0
John Rickard	Engineer	, 00 0
F B Thayer	Engineer	\$100 0
Elaine A. Williams	Clerk	00 0
Prens Point	ØI	
Winifred Hatch	Clerk	900 0 45 0
Bruce Wilcox		55 0
opertor:		"
Fred A. Bulman	Engineer	\$75.0
M O'Hara	Janitor	65 0
Leona Pinkham	Clerk	70-0
Lillian Nelpert	Clerk	\$60-0
And O'Nell	Jaultor	T T T T
W. B. Rieder	Engineer	60 0
North M. Wood	Plonist	20 0

OIL INSPECTION DEPARTMENT.

Inspector Fee Inspector	Name.	Position.	Com- pensa- tion
Inspector Fee Inspector		Competitive Class.	
Inspector Fee Inspector	ames McGee	Inspector	\$100
amuel Mitchell Inspector Fee R. Stunfell Inspector Fee chn H. Stouthamer Inspector Fee chn H. Stouthamer Inspector Fee ch I vide Inspector Fee chex, Wilson Inspector Fee clex, Wilson Inspector Fee conrad Inspector Fee chas, Mohr Jr. Inspector Fee chas, Mohr Jr. Inspector Fee consent Onundson Inspector Fee consent Onundson Inspector Fee conrad Lindholm Inspector Fee conrad Inspector Fee	inton Hansen		Fees
B. Stunfell Inspector Feb. Con R. Stouthamer Inspector Feb. B. Conrad Inspector Feb. A. Lytle Inspector Feb. Inspector Feb. Inspector Feb. Inspector Feb. Inspector Feb. V. P. Peters Inspector Feb. V. D. Schoenfield Inspector Feb. R. Hicks Inspector Feb. Inspect			Fees
cohn H. Stouthamer L. B. Conrad Inspector L. B. Conrad Inspector Inspector Inspector Inspector Fee Inspector V. P. Peters Inspector V. P. Peters Inspector Inspector Inspector Inspector R. Hicks Inspector In			Fres
B. Corrad A. Livile Inspector A. Livile Inspector Inspector Inspector V. P. Peters V. D. Schoenfield Inspector Inspector R. Hicks Inspector B. Christoph Inspector Inspector Inspector Inspector R. Hicks Inspector Insp			Fors
A. T.vtle Inspector Fee			3100
ilex Wilson Inspector Fee V. P. Peters Inspector Fee V. D. Schoenfield Inspector Fee V. D. Schoenfield Inspector Fee V. D. Schoenfield Inspector Fee Fee Fee Fee Fee Fee Fee Fee Fee Fe			
V. P. Peters V. D. Schoenfield Inspector R. Hicks Inspector Inspector Peters Onrad Engsberg Inspector Insp			
V. D. Schoenfield Inspector Fee Onrad Engsberg Inspector Fee Inspector F	V. P. Peters	T	Fee
Onrad Engsberg Inspector Fee B. Christoph Inspector Fee L. Brink Inspector Fee L. Brink Inspector Fee L. Brink Inspector Fee L. Brink Inspector Fee L. Battles Inspector Fee L. Wightman Inspector Fee C. Niedbalski Inspector Fee C. Niedbalski Inspector Fee L. Bell Inspector Fee L. Bell Inspector Fee L. Bronstad Inspector Fee L. Ludholm Inspector Fee L. M. Charlesworth Inspector Fee L. Bronstad Inspector Fee L. A. Kohl Inspector Fee L. A. Feerson Inspector Fee L. A. Peterson Inspector Fee L. M. Baker Inspector Fee L. M. Ba	V. D. Schoenfield		\$100
B. Christoph L. Brink Inspector J. Battles V. L. Wightman OBED OF		. Inspector	Fees
L. Brink Tas. Mohr Jr. Inspector Pet J. Battles V. L. Wightman Oseph Omundson Inspector Insp	onrad Engaberg		Press
Thus Mohr Jr. Inspector I. J. Battles V. L. Wightman Inspector V. L. Wightman Inspector Inspector V. E. Bell Inspector Inspector V. E. Bell Inspector Inspector V. E. Bell Inspector Insp	. B. Christopa		
Inspector Inspec			
V. L. Wightman Oseph Omundson C. Niedbalskt Inspector In			
oseph Omundson C. Niedbalkit C. Rell C. Bronstad Inspector Inspect		1 1	
C. Niedbalski Inspector E. Bell Inspector C. Bronstad Inspector Inspector Per Inspector Inspecto	oneph Omundson	4 4 1 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
E. Rell			
rank Wilson lee H Ferris linspector linspect		Inspector	
Inspector February Inspector February Inspector February Inspector Inspector February Inspector Inspector February Inspector In		Inspector	Pres
Thrist Zelle Scar M. Lindholm Taspector T		Inspector	Per
Pear M. Lindholm Inspector Inspecto			Free
Trank R St Louis Thapector The Charlesworth The Wood The Wood The Wood The Peter The P			Free
rank B St Louis Inspector Fe		T	
M. Charlesworth H. Wood H. Wood Thapector	rank R St Louis		
M Archer Inspector			Fee
Inspector Inspec		Tarana and an	Pee
Inspector Inspec	CA NO.		Pee
tobert Dinsmore P. Thompson Inspector Inspecto			25, Urbi
P. Thompson Inspector Inspector I. A. Kohl I. P. Smith I. A. Peterson I. M. Baker I. Stimers I. LeGendre Inspector I			Per
Inspector Inspec			Free
Inspector I. A. Kohl Inspector Inspe			
I. A. Kohl I. P. Smith Inspector Ins	the state of the s		
Inspector Inspec			
M. Roker Inspector Fee Inspector Fee Inspector Inspector Fee Inspector Fee Inspector Inspector Inspector Inspector Inspector Fee Inspector Inspect		Inspector	Fee
S. Stimers Theo. Berger I LeGendre ohn R. Anderson Tred Westman Inspector		- Inspector	Fee
heo. Berger Inspector Fed LeGendre Inspector .	- A - A	Inspector	Fre
I LeGendre Inspector I	Mana Theren	P	Fee
ohn R. Anderson Inspector Feet Westman Inspector Inspector Feet Feet Feet Feet Feet Feet Feet Fee			Fee
red Westman Inspector Fee E. Nelson Inspector Inspector Fee Inspector Inspector Inspector Fee	44 44 44	The state of the s	Free
R. Nelson Inspector	7 YEY 4	Consider a december of an acceptant and a page 10 february 10	Fee
E Washbarn Fed	. E. Nelson	Inspector	
K. Washings		Inspector	Free
	E. Washburn		Fee

DEPARTMENT OF PUBLIC PROPERTY.

Name	Position.	Com pensa tlon.
	Exempt Class.	
W Groves	Assistant Superintendent	727¢
	Competitive Class.	
M Bresce	Chief Clerk	#116 (100 (
Ketebum	Chief Engineer	83
Lawrence	Assistant Engineer	83
y M Ketchum	Elect and other work, Asst eng., .	75 83
Holmes	Aselstant Engineer	100
S Guesnian	Carpenter	75
H Mason	Fire Annistant Corporater	75
Runnels V Harrington	Second Assistant Carpenter	75
* Beyler	Pireman	75
Lenaugh	. Pireman	75
H Henwood	Painter Assistant Painter	70
d Kurz	. Receiving and ShippingClerk	77
Methy	Police	70
Matzdorff	Police	70
ew Lavin	Police	70
Cohb	Poltee	70
Lafferty	Police	70
• Bancroft	Pollee	29
A Crampton	Night Watelman	70 70
n	Elevator Operator	70
Hoffman	Elevator Operator	70
Ensign Histins	. Elevator Operator Janitor	70
m (Neson	Junitor	70
Jeguen	Janitor	70
Elverkrug . Howard	Tanttor	 ግቡ
Watamaker	Tanifor	70
EARPEN	Janitor	70
Viller Lorch	Tanitor	70
Bridge	Janitor	70
t L van	Innitor	20
Par Ford Davis	. Tanitor	70
td Comeford	Innitor	70
Qualler	Carpetman	70
	Labor Class	
Bakken	Cuepidor Cleaner	(Ma)
^{Beha} rmerhorn	Laborer	60
Gilbert	Laborer	(A)
k Doele	Laborer .	600
Coulter	Laborer	60
F Peterson J. Halseth	Laborer	60 61
Warks		ดา
	Inborer .	60

DEPARTMENT OF PUBLIC PROPERTY—Continued.

Name	Position.	Compensation.
	Labor Class.	
John J. Hughes Wm. Briggs Wm. Kayser Elias Thorsness John Shetter Mary DeRenzo Mary Wiric Mary Roberts Bertha Hagenbacker Christine Gunderson	Laborer	60 00 60 00 60 00 60 00 45 00 45 00 45 00 45 00

RAILROAD COMMISSION.

Name.	Position.	Compensation.
! !	Exempt Class.	
W. H. Hagenah	Expert in financial statistics Secretary	\$166 66 208 33 125 00
	Non-Competitive Class.	
W. D. Kerr	Special Agent	100 0
	Competitive Class.	
J. F. Hogan	Chief Rate Clerk	\$125 0
A. W. Pott	Clerk	100 0 100 0
W. H. Timm	Clerk	50 0
C. E. Schreiber	Statistician	125 0
C. J. Hartley	Stenographer	100 0
S. T. Walker J. E. Usher	Assistant Secretary	150 0 100 0
L. E. Glover	Stenographer	71 0
Frank T. McCormick	Stenographer	125 0
R. M. Hoyt	Stenographer	100 0
R. V. Adams	Assistant Rate Clerk	100 0
Rosalind S. Moore	Clerk	60 0
Joseph Smethurst		83 8 100 0

R. R. COMMISSION EMPLOYES ON PUBLIC UTILITY.

Name.	Position.	Compensation.
	Non-Competitive Class.	
C. F. Burgess J. N. Cadby F. C. Kehr	Expert on Light and Heat Assistant Field Inspector Assistant Field Inspector	\$125 00 100 00 90 00

DEPARTMENT OF EDUCATION.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
J. B. Borden Mary A. Messerschmidt	Assistant Superintendent	\$209 00 (0 00
	Competitive Class.	
H L. Terry	. High School Inspector	\$209 00
~· " . N 00d	Rural School Inspector	187 50
L. Harper Walter H. Hunt	Chief Cierk	187 50 150 00
(in). H. Drewry	State School Inspector	150 00
4. J. Winnio	Door School Ingnoctor	125 00
''- 5. Kiee	Library Clerk	117 00
TIBODE MOPPICK	Index and Filing Clerk	100 00
MIN E. CAROY	T Stenographer '	60 00
Chire Parsons	' Stenographer	6 0 0 0

DEPARTMENT OF STATE.

Name.	Position.	Compensation.
	Exempt Class.	
A. T. Torge	Assistant Secretary	\$209 00 75 00
I D Vagler		0150 00
L. B. Nagler	Chief Clerk	\$150.00
Don Sherman	First Assistant Bookkeeeper	150 00 134 00
W. H. Comerford	Second Assistant Bookkeeeper	109 00
Claire Cook	Warrant Clerk	100 00
J. R. Edwards	Incorporation Clerk	125 00
A. J. Nelson	Assistant Incor. Clerk	100 00
G. S. Post	Printing Clerk	125 00
H. J. Anderson	Assistant Printing Clerk	100 00
J. C. MacKenzie	Filing Clerk	116 00
T. Murphy	Notarial Clerk	100 00
R. S. Harrison	Statistical Clerk	100 00
A. W. Galloway	Recording Clerk	100 00
A. J. Cobban	Registration Clerk	100 00
Amy Karras	Vault Clerk	100 00
Harvey Howitt	Shipping Clerk	100 00
Joe Gannon	Clerk	100 00
John Lorrigan		100 00
Grace Pierce	Clerk	100 00 100 00

TREASURY DEPARTMENT.

Name.	Position.	Com- pensa- tion.
Henry JohnsonElnora Dalıl	Exempt Class. Assistant Treasurer Stenographer Competitive Class.	\$209 00 84 00
Arthur Pugh O.J. Taeuber I. P. Leigh Chester Wilcox Louis Rupp Julius Roehl	Rookkeeper Assistant Bookkeeper General Clerk General Clerk Warrant Clerk Night Watchman	\$150 00 150 00 134 00 134 00 117 00 62 00

TAX COMMISSION.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
n. H. Francis maketh M. Barnes	Secretary Stenographer	\$167 00 100 00
	Competitive Class.	
na W. Evans mund J. Brabant W. Spencer	Index Clerk and Librarian	\$100 00 80 00 125 00

EMPLOYEES OF R. R. COM. & TAX COM. JOINTLY.

Name.	Position.	Com- pensa- tion.
	Non-Competitive Class	
D. Mack	Chief Mech. Inspector	\$125 (
· Miller		125 (
· 2000 n		150 (
· Harris	Field Electrical lisbector	150
Thorkelson	Field Mech. Inspector	150
Huddle Strait	Inspector Gas and Elect. Serv	150 (110 (
D. Nutting	Assistant Field Inspector	100
Hatch	Assistant Field Inspector	100
Feustel	Assistant Field Inspector	100
targon	Assistant Field Inspector	100
Hanson	Assistant Field Inspector	90
reman	Assistant Field Inspector	90
yan Zandt	Engineering Computer	100
De Boos	Engineering Computer	90
Curtis	Engineering Computer Engineering Computer	100 60

FIRE MARSHAL.

Name.	Position.	Compensation.
	Exempt Class.	
J. M. Sexton	Assistant Stenographer Competitive Class.	\$208 34 75 00
J. E. Florin W. G. End G. H. Kiland S. S. Summers E. J. Vanderboom	Deputy Deputy Deputy Deputy Deputy	\$150 00 125 00 100 00 100 00 100 00

GEOLOGICAL AND NATURAL HISTORY SURVEY.

Name.	Position.	Com- pensa- tion.
!	Exempt Class.	
S. Weidman W. O. Hotchkiss E. B. Hall A. R. Hirst M. W. Torkelson H. J. Kuelling W. C. Buetow L. Martin G. H. Cox	Geologist Economic Geologist Assistant—Geology Road Engineer Bridge Engineer Assistant Road Engineer Bridge Draftsman Geologist (physiography) Geologist (lead and zinc region)	\$150 00 203 13 75 00 183 33 125 00 60 00 55 00 125 00 100 00
W. C. Wells	Competitive Class. Stenographer (roads)	\$% 00 25 00

BOARD OF IMMIGRATION.

Name.	Position.	Compensation.
· ·	Exempt Class.	
A. D. Campbell	Secretary	\$150 00 75 00

STATE VETERINARIAN.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Bert Clark	Assistant Veterinarian	\$125 0
G. W. Noble	Deputy, per day	7 0
F. A. Page	Deputy, per day	7 0
S. Brattle	Deputy, per day	70
D. Culham	Deputy, per day	70
F. F. Brunkamp	Deputy, per day	7 0
H. F. Eckert	Deputy, per day	7 0
T. Riggleworth		j 70
Burnham	Deputy, per day	70
Phelps	Deputy, per day	7 0
T. N. Gayo	Deputy, per day	7 0
E. H. Newton	Deputy, per day	7 0
B. R. Park	Deputy, per day	1 70
Forge & Reine	1_	[
L. A. Borders	Deputy, per day	7 (
V. P. Norton	Deputy, per day	7 (
W. C. Edwards	Deputy, per day	7 (
D. Cowgill	Deputy, per day	7 9
F. Warinske	Deputy, per day	, .
J. T. Wurth	Deputy, per day	7 (
A. B. Bleecker		7
O. W. Leach		7 (
J. J. Pink	Deputy, per day	7
C. L. Waggerty		7
A. L. Wright N. W. Downing	Deputy, per day	L .
	1 am	_
D. Smith		

SCHOOL OF MINES.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
G. Kirkpatrick G. H. Barth	Janitor Clerk	\$50 00 20 00
	Labor Class.	
L. Blackman J. S. Nichols O. Frye F. Dugdale	Pipe Fitter, per day Carpenter, per day Carpenter, per day Gas Fitter, per day	\$2 00 2 00 2 00 2 50

UNIVERSITY.

Name.	Position.	I I
	Exempt Class.)
M. E. McCaffery	Secretary Stenographer Registrar	1
	Non-Competitive Class.	
Emily Bodman	Clerk and Stenographer	!
	Competitive Class.	
Ida Herfurth	Ex. Clk. Col. Agr	1 !
George B. Merrick	Accountant	
George T. Collins	Clerk Regents Clerk Regents	i
Jessie E. Wilcox	Clerk Regents Storeroom Clerk Pres. Secy.	1
Violet S. Timberlake		1 1
E. J. Lawrence Fannie G. Sanford	Messenger, Registrar Stenographer and Clerk	1
Mary A. Glen	Stenographer and Clerk	
Florence Turneaure	Stenographer and Clerk	i I
Mabel M. Post	Clerk and Stenographer Supt. Buildings	į
Julia A. Flisch	Clerk and Stenographer	
Helena Leute	Clerk and Stenographer Superintendent Editorial Asst.	1
May L. Sage	Stenographer Asst. to Registrar	: !
Beulah A. Thompson	Stenographer Stud. Asst.	
Eric W. Austin Eunice Sasman	Stud. Asst	
Jennie Friedland	Clerk Messenger Clerk	; ;
Susie M. Smith	Stenographer	ļ
Edith C. Harlacher	Stenographer, Univ. Ext	1
Ira Hankey Albert Leonard Albert Nebel	Stenographer, Univ. Ext. Clerk, Univ. Ext. Clerk, Univ. Ext.	1
Hortense Salter Emma D. Stone	Stenographer, Univ. Ext. Copy holder	i !
J. M. Smith	Draftsman and Chlef Engr	
Alice A. Thompson	Clerk Stud. Asst	
Walter Reif Sam Fisher Jas. K. Cooke	Stud. Asst	1

UNIVERSITY—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Same Schwartz abett Gallistel Innex R Law Mix W roor Reths lates Base Berry Earthe L M Tate Jenne B Davis L M Post E R J Lorenz Rheda M White Jarek Lynnugh Gas Willert W A Deards Willia Morne Fried Godding Um Post L J Ecanel Inst Morachbauser (Anne Carles Batty Jer Booker Ind Sparing John Donaen John Boltz The Schware I Post I Post I Vorgenson The Schware I Worgenson The Schware I Worgenson The Schware The Sch	Stenographer Supt. Heating Station Draughtsman Draughtsman Stenographer Stenographer Stenographer Stenographer Mechanician Mechanician Mechanician Janitor	2 77 75 00 85 00 89 90 37 50 5 6 8 27 50 100 00 55 00 55 00 55 00 56 00 57 00 57 00 57 00 58 00 59 00 50 00
Contact of the land of the lan	Steam Fitter Steam Fitter Plumber Assistant Plumber Machinist, per hour Janitor Janitor Janitor Janitor Janitor Janitor Janitor Fool room attendant Janitor Engineer Engineer Janitor Policeman, per day Janitress Page Foreman	58 20 51 75 75 00 20 00 28 26 25 25 38 4 88 25 55 00 55 00 55 00 50 00 40 00 50 00 40 00 50 00 17 00 17 00 75 00

UNIVERSITY—Continued.

Name.	Position.	Com pensi tion
	Competitive Class.	
hos. Ellis	Chief Engineer	80 0
esse Russell	Engineer	70 0
rle LeHew	Engineer	70 0
is. Harrison	Fireman	60 0
enry Clifcorn	Fireman	60 0 60 0
arry Dverving Mutchler	Chlef Carpenter	100
has. O. Coyne		3
ugo Dohr		8
hris Swenson	Carpenter, per hour	3
rank Moll	Carpenter, per hour	3
. A. Janes	Mason, per hour	4
ndrew Thompson	Electrician	100 0
erhard A. Gesell	Statistical work, per hour	35 0
eorge Hutton	Foreman	75 0 50 0
Hoffman		27
alvn Bibbs	Clerk and Stenographer	40 0
etta Veerhusen	Clerk, per hour	10 0
. L. Showers	Clerk	50 0
M. Henwood	Bookkeeper	70 0
ildred Onkey	Clerk and stenographer	45 0
argaret Petran	Stenographer	45 0
llian Minch	Clerk, per hour	~ 1
ugo Cross	Creamery Assistant	20 0
. E. Markey	Foreman	75 0 55 0
Cass	Night Watch	60 0
C. Budd	Night Watch	55 0
. D. Sweemer	Night Watch	50 0
In Specify	Stenographer	45 0
die Mills	Stenographer	50 0
N. West	Superintendent Dairy Tests	40 3
ıul Skeflo . M. Peck	Superintendent Dairy Tests	49 0
. H. Gardner	Superintendent Dairy Tests	26 5 60 4
R. Hatch	Superintendent Dairy Tests	48 8
ellie E. Griffiths	Clerk and Stenographer	60 0
. B. Charles	Janitor	55 0
nna K. Fiedler	Proof Reader	75 0
ntoinette G. Brewster	Clerk and Stenographer	55 0
innie Kelley	Clerk and Stenographer	55 0
rnes Esser argaret Lynch	Clerk and Stenographer Clerk and Stenographer	53 0
sie Schwartz	Clerk and Stenographer	50 0 47 0
onica Kleinheinz	Clerk	40 0
lelaide Kleinheinz	Clerk, per hour	1
ara E. Quan	Clerk, per hour	ī
. Logan	Clerk, per hour	1
lna Fewson	Purchasing Agent	125 0
	Labor Class.	
A. Brockway	Elevator operator	45 0
m. Diebold	Teamster	50 0
hn Haak	Laborer	50 O
orge Wehrle	Laborer, per hour	2
alter Post	Laborer with team, contract, per hr.	5
hn Meyerserritt Boyd	Laborer with team, contract, per hr.	50
m. Cunningham	Laborer, per hour	X X
ate Nolan	Charwoman	80 O8
	Charwoman	80 G

UNIVERSITY—Continued.

Name.	Position.	pen tio
	Labor Class.	
Biliig	Laborer with team, contract, per hr.	
orge Comstock	Laborer with team, contract, per hr. Laborer with team, contract, per hr.	
Cline		50
ry Schofield	Laborer	50
ry Steenbocks. Foss	Laborer Laborer per hour	50
Anderson	Laborer, per hour	
n Thingstad	Laborer, per hour	
v. Teckmeyer F. Groth	Laborer, per hour Laborer, per hour	
is. Neu	Laborer, per hour	
Lemberger	Laborer, per hour	
J. Connor	Laborer, per hour	
ney A. Cripp	Laborer, per hour Laborer, per hour	
Larson	Laborer, per hour	
Hartwick	Laborer, per hour	
D. Temples. Anderson	Laborer, per hour	
n Bauhs	Drayman	60
. Hammersley	Teamster	55
nk Casserly	Helper	55 1
e Rasmussen	Painter, per day	1
n Duke	Laborer, per hour	
nk E. Smith	Laborer, per hour	
niel Shay	Laborer, per hour	
hur Westbury	Laborer, per hour	
N. Outzen	Laborer, per hour'	
n Wolffrge Anderson	Laborer, per hour Laborer, per hour	ı
waret Fitzpatrick	Bell Maid	27
nces Fitzpatrick	Assistant Bell Maid	10
id Fitzpatrick	Charwoman Chambermaid	23 42
ev Law	Chambermaid	
T Foss	Charwoman, per hour	
Matthews man Dauck	Head Teamster	55 50
Ahrens	Teamster	50 48
. Henning	Tennster	45
Gauert	Cement worker	
Snaddon Volan	Laborer Laborer	
1. Rogers	Laborer	50
Kirst	Laborer!	
'. Moen	Laborer Laborer	45 45
ry Dauck	Laborer	45 50
(n= :ell	Laborer	45
I. Oesterlich 1 Peters	Laborer	45
Zerhel	Assistant Assistant	65 45
Fundlach	Laundress	- /
Steffen	Delivery man	60
Their icho	Swine herdsman Beef, Cattle, etc.	75 70
V. Fox	Dairy Herdsman	70 75
. Fox	Assistant Dairy Herdsman	50

UNIVERSITY-Continued.

Name.	,	Position.	P
		Labor Class.	
U Padare		tasistant Shophani	ı
V. Enders	*****	Assistant Shepherd	ŀ
Larkin			
Potter	,	Laborer	i
. Wieffenback		Laborer	1
ames Johnson		Laborer	1
faggle Shine	*****	Charwonan, per hour	1
Vm. Parr	***	faborer, per hour	
ohn Bloomer		Laborer, per hour	
eo Bloomer		Laborer, per hour	•
nul Crnneffeld	- 1	Laborer, per hour	h .
Inriem Crapelleld .		Laborer, per bour	
lewell Dodge . I Gratz .	• • •	Laborer per bour	
Vm Maloney	- 1	Laborer, per hour Laborer, per hour	
las Rowley	٠.١	Latters r. Der botte	
B. Elsom		Ladiozer perhour	
ester Bakken		Laborer perbour ,	
fina Goklben		fathorer, but hour	
liola Brantsmeyer Ildoca Stenjem		Laborer per bour .	4
rwin Sale		Laborer per bour	
Vilfred Evans		Laborer per hour	
Allie Stehr .	. 1	Laborer per hour	
luts Unemon		Lalorer per nour	
Princet Trantin		Jadverer, per hour	
Hen Vitane Henry Rowley	- 4	Laborer, per hour	
J Delwiche .	ì	Supermendent Sub, Station	
'red Wendt		Caborer with team, contract	
Vin Peterson		Laborer	
rw n Juld		Laborer, per day	
loy Hunt		Laborer, per hour	
l. D Bigelow . V. J Barker		Laborer with tones contact and la	
Prover Bellile	٠	Laborer with team, contract, per day Laborer, per kour	
nri Bellile	.	Laborer, per hour	
fr Precetone	-	Laborer, per hone	1
Ienry O'Brien		Laborer per hour . ,	1
Ichner Hansen		Laborer	
V Jorgensen . E H Post		Laborer per tour	
orl Hansen		Laborer	d
talo rt d'harles		Laburer	
irs Corn Cutter,	, 1	Chorwoman per hour	1
farguet Bond		Charwoman per hour	
Jaryey Sandeb		essistant in Soils	
L Musback		Field Assistant	

SUPREME COURT.

Name.	Position.	Compensation.
	Exempt Class.	
F. K. Conover	. Court Reporter	\$250 00
Atthur McLeod	Stenographer	100 00
Tuomas Coleman	. Janifor	65 00
C. H. Beyler	. Messenger	75 00
Thomas P. Nelson	Stenographer	100 00
Hilbert Liess	.' Stenographer	100 00
Kate Kershaw	Stenographer	100 CO
Horatio Winslow	. Stenographer	100 00
Frederick W. Arthur	. Proof Reader	125 00
Ella M. Law	. Stenographer	100 (0
Arthur J. Hughes	. Stenographer	100 00

NORTHERN HOSPITAL FOR THE INSANE.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Katherine Gilson	Stenographer	\$ 0 00
	Non-Competitive Class.	
A. P. Aller L. E. Gilson Minnie Schriber	Maintant Stomond	\$100 00 70 00 50 00
	Competitive Class.	
Frank Grusnick Harmon Mueller George Boese 4. Hooker	Third Asst. Physician (R. & B.) Apothecary (B.) Supervisor (B.) Supervisor (B.) Supervisor (R. & B.) Supervisor (R. & B.) Supervisor (R. & B.) Attendant (R. & B.)	40 00 40 00 40 00 40 00 30 00
R. P. Vogler	Attendant	25 00 36 00
Ulrence Nelson	Attendant	80 00

NORTHERN HOSPITAL FOR THE INSANE-Continued.

George H. Hatch Herry Pehr H. L. Zahn W. D. Pitcher Attendant M. & B. B. W. D. Pitcher Attendant M. & B. M. & B. Herbert Pearson Attendant M. & B. Her F. Fernholz C. G. Maack Attendant M. & B. Herry Blase Attendant M. & B. Herry Blase Attendant M. & B. Herry Blase Attendant M. & B. J. F. Grignon Attendant M. & B. J. F. Grignon Attendant M. & B. M. J. Wilson Attendant M. & B. M. J. Wilson Attendant M. & B. J. F. Aldridge Attendant M. & B. J. F. Aldridge Attendant M. & B. M. E. Miller M. Attendant M. & B. M. B. M. W. Pauk M. Pauk M. Pauk M. Mark M. M. Pauk M. M. Pauk M. M. Pauk M. M. M. M. M. M. M. M. M. M. M. M. M. M. M. M. M. M. M. M. M.	Name.	Position.	Dena tion
Herry Rehr Attendant Ch. & B H. L. Zahn Attendant Ch. & B W. D. Pitcher Attendant Ch. & B P. R. Pernbols Attendant Ch. & B P. R. Ped Lucke Attendant Ch. & B P. R. Ped Volf Attendant Ch. & B P. P. P. P. P. P		Competitive Class.	
I. L. Zahn V D Pitcher V D Pitcher V D Pitcher Attendant	Seorge H. Hatch		28
rechert Pearson Attendant (R. & B) R Fernholz Attendant (R. & B) I R Base Attendant (R. & B) E. Grigoon Attendant (R. & B) E. Grigoon Attendant (R. & B) E. Hiepburn Attendant (R. & B) I. Vilson Attendant (R. & B) R Dethart Attendant (R. & B) red Luchke Attendant (R. & B) red Luchke Attendant (R. & B) red Vater Attendant (R. & B) red Wolfe Attendant (R. & B) red Wolff Attendant (R. & B) red Wolff Attendant (R. & B) R Dooley Attendant (R. & B) R Drawer Bell Attendant (R. & B) R Drawer Bell (R. & B) R Drawer Attendant (R. & B) R Drawer Bell (R. & B) R Drawer Attendant (R. & B) R Drawer Bell (R. & B) R Drawer Attendant (R. & B) R Drawer Bellings (R. & B) R Drawer Bell	leory Behr		30
Perphols Attendant R. & B. R Fernbols Attendant R. & B. G. Maack Attendant R. & B. G. Maack Attendant R. & B. Arry Shorey Attendant R. & B. Arry Shorey Attendant R. & B. E. Grignon Attendant R. & B. E. Hepburn Attendant R. & B. I. Vilson Attendant R. & B. I. Dethart Attendant R. & B. I. Dethart Attendant R. & B. I. Dethart Attendant R. & B. I. Vilson Attendant R. & B. I. Dethart Attendant R. & B. I. Wishnowsky Attendant R. & B. I. Wishnowsk		Attandant	26
R Fernholz G. Masck Attendant R. & R.) G. Masck Attendant R. & R.) Enry Blase Attendant R. & R.) E. Grignon Attendant R. & R.) E. Grignon Attendant R. & R.) E. Hepburn Attendant R. & R.) I. Wilson R. & R.) I. Wilson Attendant R. & R.) I. Bethart Attendant R. & R.) I. Wilson R. & R.) I.			
enry Blase arry Shorey Attendant Attendant B. & B.) E. Grignon Attendant Attendant B. & B.) E. Hepburn Attendant Attendant B. & B.) Attendant B. & B.) H. Dethart B. & Attendant B. & B.) H. Dethart B. Dethart B. & B.) H. Dethart B. Dethart B. Dethart B. & B.) H. Dethart B. Dethart B	R Fernholz	Attendant (R. & B.)	20
arry Shorey Attendant (R. & R.) E. Grignon Attendant (R. & R.) E. Hepburn Attendant (R. & B.) J. Wilson Attendant (R. & B.) J. Wilson Attendant (R. & B.) F. Aldridge Attendant (R. & B.) F. A	. G. Maack	Attendant(R. & B.)	32
E. Grignon E. Hepburn L. Hendant E. Hepburn Attendant R. & B J. Wilson Attendant R. & B R. Dethart Attendant R. & B F. Aldridge R. & B F. Aldridge Attendant R. & B F. Aldridge R. & B	enry Blase		
E. Hepburn J. Wilson Attendant R. & B R Dethart R. & B R Detha	E Grienon	Attendant	
T. Wilson R. Dethart R. Dethart Attendant R. & B.) F. Aldridge Attendant R. & B.) F. We Water Attendant R. & B.) F. We Water Attendant R. & B.) F. Whitey R. Attendant R. & B.) F. Wolfer R. Attendant R. & B.) F. Wolfer R. Attendant R. & B.) F. Wolfer R. Attendant R. & B.) F. R. Dooley Attendant R. & B.) F. R. Anderson R. & B.) F. R. Anderson Attendant R. & B.) F. R. Anderson R	E. Hepburn	Attendant (R. & B)	26
red Luebke Attendant (R. & B.) red Luebke Attendant (R. & B.) tto Wishnowsky Attendant (R. & B.) tto Wishnowsky Attendant (R. & B.) red Vater Attendant (R. & B.) thert Helwig Attendant (R. & B.) ym. Fank Attendant (R. & B.) has. C. Horton Attendant (R. & B.) has. C. Horton Attendant (R. & B.) harn Baxter Attendant (R. & B.) harn Baxter Attendant (R. & B.) harn Brown Attendant (R. & B.) ym. Fank Attendant (R. & B.) harn Relimer Attendant (R. & B.) harting Wittemore Attendant (R. & B.) harting Bartin Attendant (R. & B.) harting Barting Attendant (R. & B.) harting Barting Attendant (R. & B.) harting Barting Attendant (R. & B.) harting Bar	J. Wilson		
red Luebke		Attendant (R. & B.)	
tro Wishnowsky red Vater Attendant A			
red Vater Attendant (R. & B.) thert Helwig Attendant (R. & B.) m. Fank Attendant (R. & B.) v. E. Whitley Attendant (R. & B.) v. E. B. Attendant (tto Wishnowsky		
To Fauk To E Whitley To E Whitle E Whitle E Whitle E Whitle To E Whitle E Whitle To E Whitle More To E B.) To E Whitle More To E B		Attendant (R. & B.)	25
Attendant (R. & B.) lyde Dallman Attendant (R. & B.) red Wolff Attendant (R. & B.) S. Dooley Attendant (R. & B.) haw. C. Horton (R. & B.) harbara Baxter (R. & B.) harbara Bown (R. & B.) harbara Brown (R. & B.) harbara Reliner (R. & B.) harbara Reliner (R. & B.) harbara Whittemore (R. & B.) harbara Carasser (R. & B.) harbara Whittemore (R. & B.) harbara Baxte (R. & B.) harbara Mattendant (R. & B.) harbara Mattendant (R. & B.) harbara Mattendant (R. & B.) harbara Mathourn (R. & B.) harbara Attendant (R. & B.) harbara Mathourn (R. & B.) harbara Washburn (R. & B.) harbara Washbu	ibert Helwig		21
Attendant Attendant CR. & B. Attendant CR. & B. S. Dooley Attendant CR. & B.	m. Fauk) 21 ' 25
red Wolff Attendant Bax Dooley Attendant Atten			
Attendant (R & B) has. C. Horton Attendant (R & B.) har Baxter Attendant (R & B.) har Bar Brown Attendant (R & B.) har Brown Attendant (R & B.) har Brown Attendant (R & B.) har Brown (R & B.) ha			
has. C. Horton aroline Anderson Attendant Attendant Attendant R. & B.) Inna Cramer Attendant Attendant Attendant Attendant Attendant R. & B.) Inra Brown Attendant Attendant Attendant Attendant R. & B.) Inraser Attendant Attendant Attendant R. & B.) Inraser Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant R. & B.) Inraser Attendant Attendant R. & B.) Inraser Attendant Attendant R. & B.) Inraser Attendant R. & B.) Inraser Attendant R. & B.) Attendant R. & B.) Inraser Attendant R. & B.) Inra	8. Dooley		25
lura Baxter Attendant (R. & B.) nna Cramer Attendant (R. & B.) arbara Brown Attendant (R. & B.) largaret Riley Attendant (R. & B.) lien Shigner (R. & B.) lien Shigner (R. & B.) lien Shigner (R. & B.) lien Cralgaret (R. & B.)	has. C. Horton		25
nun Cramer arbara Brown arbara Brown Attendant Attendant Attendant R. & B.) enn Relmer Attendant Attendant Attendant Attendant Attendant Attendant R. & B.) arbara Whittemore Attendant R. & B.) ary Caynbaugh Attendant			
arbara Brown Attendant Attendant (R. & B.) Interior Lemke Attendant (R. & B.) Interior Jewett Attendant (R. & B.) Interior Ohde Attendant (R. & B.) Interior Ohde Attendant (R. & B.) Interior Ohde Attendant (R. & B.) Interior Grasser Attendant (R. & B.) Interior Phillips Attendant (R. & B.) Interior Jenes Attendant (R. & B.)			
argaret Riley Attendant Attendant (R. & B.) Intige Jewett Attendant (R. & B.) Intige Ohde Attendant (R. & B.) Intige Ohde Attendant (R. & B.) Intige Ohde Attendant (R. & B.) Innie Bartli Attendant (R. & B.) Innie Bartli Attendant (R. & B.) Innie Bartli Attendant (R. & B.) Innie Walters Attendant Attendant (R. & B.) Attendant (R. & B.) Intige Phillips Attendant (R. & B.) Intige Phillips Attendant (R. & B.) Innie Phillips Attendant (R. & B.) Innie Iteinzel Attendant (R. & B.) Innie Heinzel Attendant (R. & B.) Innie Jones Attendant Attendant (R. & B.) Innie Jones Attendant (R. & B.) Innie Johnston Attendant (R. & B.) Innie Johnston Attendant (R. & B.) Innie Heinzel Attendant (R. & B.) Innie Henrew (F. & B		Attendant (R. & B.)	21
enn Relmer Attendant (R. & B.) (atherloe Lemke Attendant (R. & B.) (atherloe Lemke Attendant (R. & B.) (atherloe Jewett Attendant (R. & B.) (atherloe Ohde Attendant (R. & B.) (atherloe Ohde Attendant (R. & B.) (atherloe Ohde Attendant (R. & B.) (atherloe Bartle Attendant (R. & B.) (atherloe Bartle Attendant (R. & B.) (atherloe Bartle Attendant (R. & B.) (atherloe Philips Attendant (R. & B.) (atherloe Jones Attendant (R. & B.) (atherloe Shigner Attendant (R. & B.) (atherloe Attendant (R. & B.) (atherloe Craig Attendant (R.		Attendant (R. & B.)	27
ern Beti incless Whittemore. Interde Jewett Interdent Interde Jewett Interdent Interde Jewett Interdent Interde Jewett Interdent Interdent Interde Jewett Interdent In	ena Relmer	Attendant (R. & B.)	27
Interior Whittemore Attendant (R. & R.) Incohe Jewett Attendant (R. & B.) Intry Cavanaugh Attendant (R. & B.) Intro Ohde Attendant (R. & B.) Intro Barth Attendant (R. & B.) Intro Grasser Attendant (R. & B.) Intro Grasser Attendant (R. & B.) Intro Walters Attendant (R. & B.) Intherlue Phillips Attendant (R. & B.) Intro Spellman Attendant (R. & B.) Innie Heinzel Attendant (R. & B.) Innie Heinzel Attendant (R. & B.) Innie Heinzel Attendant (R. & B.) Innie Jones Attendant (R. & B.) Innie Jones Attendant (R. & B.) Intro Galagan Attendant (R. & B.) Intro Windherst Attendant (R. & B.) Intro Johnston Attendant (R. & B.) Ins Fink Launderer (R. & B.) Innie Heinzel Attendant (R			
lamble Jewett lary Cavanaugh latine Ohde latine latine Ohde latine la		Attendant (R. & D)	
Attendant (R. & B.) Intire Obde (R. & B.) Iny Gotteen (R. & B.) Ing Gotteen (R. & B.) Interine Pullips (R. & B.) Interine Interine (R. & B			
Inthe Ohde Iny Golden Ing Golden	fory Cavanaugh	Attendant (R. & B.)	9 7
Innie Bartis	lattic Ohde	Attendant (R. & B.)	20
Attendant Atte		Attendant	21 23
auline Walters Attendant A	Inne Barth	Attendant (R. & B.)	22
Attendant (R. & B.) Innia Heinzel (R. & B.) Innia Gahagan (R. & B.) Attendant (R. & B.) II Farrow (R. & B.) Attendant (R. & B.) Innia Haines (R. & B.) Innia Haines (R. & B.) Isa Roll (R. & B.) Attendant (R. & B.)	ancy Barke		
ottie Blase nna Pitzka nna Pitzka elin Speliman earl Cummings Innie Heinzel Innie Heinzel Innie Jones nna Gahagan nna Gahagan sanra Washburn iary Windherst adie Johnston II Farrow II Brink Innie Heinzel II Farrow II	nuline Walters	Attendant (R. & B.)	21
nna Pitzka elia Spelinan earl Cummings Attendant (R & B) innie Heinzel Innie Heinzel Attendant (R & B) innie Jones Attendant (R & B) innie Jones Attendant (R & B) innia Galiagan Attendant (R & B) aurn Washburn Attendant (R & B) inny Windherst Attendant (R & B) Attendant (R & B) Attendant (R & B) I Farrow I Pholsterer (R & B) I H. Brink Launderer Innis Hausen Oulse Steinert Attendant (R & B) I Cook, rear (B) I Cook, rear (B) I Cook, rear (B) Attendant (R & B) I Cook, rear (B) Attendant (R & B)	ntherine Phillips		31
eri Cummings Attendant (R.&B.) innie Heinzel Attendant (R.&B.) innie Heinzel Attendant (R.&B.) innie Jones Attendant (R.&B.) innie Galagan Attendant (R.&B.) innie Galagan Attendant (R.&B.) innie Washburn Attendant (R.&B.) inny Windherst Attendant (R.&B.) inny Windherst Attendant (R.&B.) innie Johnston Attendant (R.&B.) innie Johnston I pholsterer (R.&B.) innie Steinert Attendant (R.&B.) innie Steinert Attendant (R.&B.) innie Steinert Attendant (R.&B.) innie Grauford (R.&B.)		Attendant (R. & B.)	271
earl Cummings Innie Heinzel Innie Heinzel Innie Heinzel Inna Gahagan Inna Gahagan Inna Gahagan Inna Washburn Inny Windherst Interved Attendant Interved I Pholsterer Interved I Pholsterer Interved I Steinert	elin Snellman	Attendant (R. & B)	25
innie Heinzel Inhel Jones Attendant (R. & B.) Inna Gahagan Attendant (R. & B.) Inna Gahagan Attendant (R. & B.) Inna Washburn Attendant (R. & B.) Inna Washburn Attendant (R. & B.) In Parrow I pholsterer (R. & B.) II Parrow I pholsterer (R. & B.) II Brink Launderer (R. & B.) Inna Hausen (Cook, rear (B.) Inna Steinett Attendant (R. & B.) Inna Haines Attendant (R. & B.) Inna Crawford (R. & B.)	earl Cummings	Attendant (R. & B.)	22
nna Galiagan antra Washburn antra Washburn ary Windherst adde Johnston Attendant Atten	innie Reinzel	Attendant (R. & B)	20
anra Washburn Attendant R & B. A Johnson Carpenter R & B.		Attendant (R. & R.)	20 25
Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Il Farrow (R. & B.) Il Brink (R. & B.) Ins. Hausen (Cook, rear (B.) Attendant (R. & B.) Ins. Shigner (R. & B.) Ins. Halnes (R. & B.) Ins. Halnes (R. & B.) Ins. Halnes (R. & B.) Ins. Holl (R. & B.) Ins. Roll (R. & B.) Ins. Crawford (R. & B.) Ins. Crawford (R. & B.) Ins. Crapenter (R. & B.) Ins. Crapenter (R. & B.)		Attendant (R. & R.)	i 20
Attendant (R. & B.) II Farrow (I. & B.) II Farrow (I. & B.) II, Brink (I. aunderer (R. & B.) Ins. Hausen (Cook, rear (B.) Oulse Steinert (R. & B.) Iten Shigner (R. & B.) Iten Shigner (R. & B.) Iten Halnes (R. & B.) Iten Halnes (R. & B.) Innie Craig (R. & B.) Attendant (R. & B.)		Attendant (R. & B.)	
I Farrow I phoisterer (R. & B.) II Brink Launderer (R. & B.) Ins. Hausen (Cook, rear (B.)) Oulse Steinert Attendant (R. & B.) Ins. Shigner Attendant (R. & B.) Ins. Haines Attendant (R. & B.) Ins. Roll Attendant (R. & B.) Ins. Roll Attendant (R. & B.) Ins. Roll Attendant (R. & B.) Ins. Crawford Attendant (R. & B.) Ins. Crawford Attendant (R. & B.) Ins. Crapenter (R. & B.) Ins. Crapenter (R. & B.)		Attendant (R. & B)	20
hns. Hansen (Cook, rear (B.)) ouise Steinert Attendant (R. & B.) flen Shigner Attendant (R. & B.) fle Haines Attendant (R. & B.) isa Roll Attendant (R. & B.) onnie Craig Attendant (R. & B.) gnes Crawford Attendant (R. & B.) A Johnson Carpenter (R. & B.)	. II Farrow	[Phoisterer (R. & B.)	47
ouise Steinert (R. & B.) Ilen Shigner (R. & B.) The Haines Attendant (R. & B.) Isa Roll (R. & B.) Innie Craig (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Attendant (R. & B.) Carpenter (R. & B.)		Launderer(K. & H.)	40
Attendant (R. & B.) The Haines Attendant (R. & B.) Isa Roll (R. & B.) Isa Roll (R. & B.) Isa Craig (R. & B.) Isa Crawford (R. & B.) Attendant (R. & B.) Isa Crawford (R. & B.) Isa Roll (R. & B.)		Attendant	90 30
Me Haines (as Roll (ban Roll (connic Craig (connic Crawford (Hen Shigner	Attendant (R. & B.)	20
Attendant	The Haines	Attendant (K. & B.)	374
gnes Crawford Attendant (R. & B.) A Johnson	Isa Roll	Attendant	26
A Johnson (R. & B.)]	ennie Cralg '	Attendant	23
			80
M. Bemis Engineer	M Remia		مت ا

NORTHERN HOSPITAL FOR THE INSANE-Continued.

Name.	Position.	Com- pensa- tion.
	Labor Class.	
Ernest Root	Night Engineer (R. & B)	50 00 50 00
John Journon	Fireman	35 00
Utto Frey	Fireman (B),	J5 00
John Davis	Mason (B.)	
Margaret O Dell	Assistant Center (R. & B.)	12 58
Attent McDonald	Attendant (R. & B.),	9 (18
Magne Madsen	Assistant Center (R. & B.)	
Wedler	Baker (R. & B.)	21 00
Librar Georger	Assistant Baker (R & B.),	24 00
land Lalonde	Barber, (R & B.)	30 00
F. J. Beth	Butcher (R. & B.)	30 00 81 00
Clare Ensemeli	Assastant Center (R. & B.)	15 00
Lena Errert	Assistant Center (R & B);	
F Collins	Parmier (R. & B), Assistant Cook, rear (R. & B),	55 00 40 00
h hentison	Assistant Cook, rear (R. & B.),	
Mary Walte	Cook Center (R. & B.),	25 00
May Rosper	Cook Center, Assistant . (R. & B.)	17 00 45 00
Char Swanson	townson (R & B.) Farmer (R & B.)	30 LO
Chris Madsen	Farmer (R & B)	50 00
August Borge	Farmer (R & B.) Farmer (R & B.) Farmer (R & B.) Farmer (R & B.)	28 00 25 00
Martin Peterson	Farmer . (R & B.)	28 00
Unri Phompson	Farmer (R & B)	2B 00
W J Scutt	Farmer (R & B.)	28 00 28 00
Harold Monroe	Assistant Gardener (R. & B.).	10 00
Deha Dann	Laundress (Il & B.)	85 00
Matilda Carmohn	Laundress (R & B.)	16 00 15 00
Pella Schriber	Laundress	15 00
da Howkner	Laundress (R & B)	15 00
linne Regulin	Laundress (R & B)	15 00 15 00
mabes Bast		14 00
Martin Out	Laundress (R. & B.)	14 00
botto Olto	Lauratress (R. & B.)	14 00
W Payn	Night Watch (R. & B.)	14 00 37 00
Stenck	Night Watch (R & B.)	32 00
has Rerenson		35 00
ohn Wiley	Night Watch (R & B.) Night Watch (R & B.)	30 00 80 00
manda tun Seggern	Night Watch (R & B)	30 00
rus Van Heggern	Night Watch , R & B.)	22 00
ertha Harth	Night Watch (R & B) Night Watch	58 00 55 00
largaret Mohr	Night Watch (R. & B.)	85 00
les L. J. Stevens		15 00
Jdu Paige	Semistress	16 00 16 00
men Kromschinski	Shoenmker (R & B)	18 00
Arte Heckner	Laundress (R & B.)	14 00

STATE HOSPITAL FOR THE INSANE.

Name.	l'esition.	P
	Exempt Class.	ļ_
Charles Gorst	and a first the second	:
	Non Competitive Class.	1
P. D. Cramer, Jr	Assistant Steward (R. & B.) Matron (R. & B.)	•
	Competitive Class.	
J. Einer Alken C. C. Samples Grover Bigler War Corrier Maxan Doneen Mary Sullivan May me Weish Anna Currier Hattie Solefsky Einabeth Rice Emil Bentzing	Physician 2d Asst. (R & B.) Physician 2d Asst. (R & B.) Physician, 3d Asst. (R & B.) Pathologist. (R & B.) Apothecary. (R & B.) Stenographer. (R & B.) Supervisor. (R & B.) Assistant Supervisor. (R & B.) Assistant Supervisoress. (R & B.) Attendant. (R & B.)	
Geo IL Pray	Attendant (R & B.)	1
John Engen	Attendant (R. & B) Attendant (R. & B)	,
John Owets J. H. Porter Erank Barnolds	Attendant (R. & B.) 'Attendant	!
Fred Schaefer	Attendant	
Wm II Simpson	Attendant (R. & B.)	
Harry R. Ward	Attendant	i J
Martan Williams	, varionalat	
Grace Royd	Attendant (R. & B.)	
Grace Childs	Attendant	1
Amy J. Davies	' Affendant (R. & B.) Affendant (R. & B.)	

STATE HOSPITAL FOR THE INSANE-Continued.

Name.	Position.	Com- pensa- tion.
1	Competitive Class.	
Dairy Grimth Munie Henke Florence Hough Mabe, Bagler Levobeth Malencke Mare Mommsen Oso fark Bordena Pillson Nell Prim Anna Smoot Agnes Sullivan Angusta Widokski Win Free Curence Willis F. E. Baldwin Mike Toban M. R. Whaten I. R. Bassett John Kunbed II. W. Latbrop August Brantz Engelio Botstad Arthur Andrews Ement Barker	Painter (R. & B.)	\$4 00 90 00 22 00 22 00 22 00 21 00 21 00 90 00 90 00 90 00 90 00 50 00 35 00 35 00 40 00 65 00 65 00 65 00
Emest Barker		25 00
for Welsh	Night Watch (R & B) Cook, Center (R & B) Cook, Center, Asst. (R & B) Cook, Rear, Asst. (R & B) Porter (R & B) Dalryman (R & B) Barber (R & B) Butcher (R & B) Butcher (R & B) Buker (R & B) Cowman (R & B)	\$18 00 17 00 17 00 18 00 16 00 20 00 16 00 22 00 28 00 28 00 28 00 28 00 28 00 28 00 29 00 29 00 29 00 21 00 22 00 25 00 25 00 27 00

STATE HOSPITAL FOR THE INSANE -Continued.

Name.	Position.	Cor pen tion
R. H. Robbins Wm. Peterson R. L. Conway Bertha Allen Mrs. R. L. Conway Kate Healy Flora Neibuhr Nellie Murphy A. vopalensky Louis Sheppler Wm. Stolte M. J. Friedline Florence Rau Clara Meyers Grace Emery Emil J. Larson Fred Strobock Arthur Gordon Felix Kearney O. Thaden James Welsh H. J. Greenfield Frank Groskopf Harry Weil	Tailor (R. & B.) Launderer (R. & B.) Laundress (R. & B.) Lawnman (R. & B.) Assistant Lawnman (R. & B.) Seamstress (R. & B.) Seamstress (R. & B.) Assistant Painter (R. & B.) Teamster (R. & B.) Teamster (R. & B.) Teamster (R. & B.) Teamster (R. & B.)	2 4 4 1 1 1 1 1 2 4 2 2 2 2 2 2 2 2 2 3 3

WISCONSIN STATE PRISON.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
Rev G W. Pepper By S J Dowling	Warden (R. & B) Chaplain (Prot) (R. & B) Chaplain (Cath)	\$10 06 76 65 16 66
	Non Competitive Class.	
IN Baumel Mrs M. H. Schilling Mrs G. A. Behson	Deputy Warden	83 - 3 45 4 1 80 00
	Competitive Class.	
E Rocknill W J Hinkamp P L Real J D Smith Paul Huntzinger George Norrin F A. McElrny II G Baker A T Vel James Lyan William Brenneman A Sanne Mak Fusa Thomas Purcell R W Harney G M Grinder Joseph Mahlberg Henry Seely F W Moul Elmer Henth W C Fuller	Nght Guard, tellroom Night Guard, tellroom Night Guard GR GR GR GR Wall Guard Wall Guard Wall Guard Wall Guard Wall Guard Keeper, Laundry Neeper, Laundry Nardnan	80 00 60 00 60 00 65 00 65 00 65 00 65 00 65 00 65 00 65 00 65 00 65 00 65 00 65 66 60 00 60 60 60 60 60 60 60 60 60 60

HOME FOR THE FEEBLE MINDED.

Name,	Position.	Com- pensa- tion.
	Exempt Class.	
Belle B. Saxton	Stenographer (R. & B)	\$30 00
	Non-Competitive Class.	
D. C. Hayward	Assistant Steward (R & B) Matron (R. & B.)	75 ¢0 30 00
Mrs. II. L. Buxton	Matron (R. & B.)	85 00
Mrs. S. J. Jenkins	Matron (R. & B)	45 00
Mrs. W. R. Taylor	Matron (R. & B.) Matron (R. & B.)	40 00
	Matron	10 00 40 00
	Competitive Class.	
E M. Wilson	Physician, 1st Assistant	
A. L. Beler	Physician, 2d Assistant	83 38 100 00
D. W. Cartwright	Teacher Band(D.)	50 03
A A Gaynor	Teacher Traning	47 00
Theophila Rormer	Teacher Principal(R. & B) Teacher Attendant(R. & B)	45 00 27 00
Arthur Smith	Teacher Attendant (R. & B)	81 00
Carl Hanson	Attendant (R. & B.)	53 60
Terrance J. Knight	Attendant	.2 00
Will Scheuer	Attendant (R. & B.)	38 00 26 00
George Mathlews	Attendant (R. & B)	26 00
Amrose Collar	Attendant (R. & B)	27 00
Carlton S. Cushing	Attendant(R & B)	82 00
Harry Butters	Attendant	83 00 28 00
Louis Taylor	Attendant (R. & B.)	28 00
Maud Britton	Attendant (R. & B.)	24 00
Rort a Raherts	Attendant (R. & B.) Attendant (R. & B.)	27, U0 25 00
Agues Pagel	Attendant	23 00
Charlotte Stees	Attendant(R. & B.)'	23 (0
Anna Hanson		21 00 25 00
Addie Williams		27 00
Myrtle Wilson	Attendant (R. & B.)]	21 00
Ella Anderson	Attendant (R. & B.)	27 00
	Attendant	26 00 26 00
Clara Schroeder	Attendant	25 00
Birdile Coleman	Attendant (R. & B.)	24 00
	Attendant (R. & B.)	25 00
Huttle Kees Grace McClellan	Attendant	25 00 22 00
Loretta Zoelle	Attendant	25 00
Cora Brener	Attendant(R. & B.)	\$1.00
Ibatuer Barchy	Attendant (R. & B) Attendant	\$1 00 \$1 00
Lorena Lavigne	Attendant (R. & B.)	28 00
Minuse Tibeau	Attendant (B. & B.)	28 00
Myrtle Humes	Attendant(R. & B)	22 00
Mary Walsh	Attendant	25 00 24 00
Anna Kenyon	Attendant (R. & B)	21 00
Elizabeth McMahon	Attendant	21 00
	1000 H TO 1	25 00

HOME FOR THE FEEBLE MINDED -Contnued.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
Mable McClellan Cors Allen Florence Russell Mailida Spaeth Kena Hanson Ella Evanson Lena Schwartz Madge M Mickie Carne Monat Anna Lee Lena Schuiz Mra Theo Haskins Raugna Brickson Ant mette ktorianda Carrie Leenhart Amet a Leenn Margaret Mangan Vina Redman Elith Stockney Celia Erd H W Busch C. A Hornbeck	Attendant (R. & B)	25 00 21 00 21 00 22 00 21 00 25 00 21 00 25 00 21 00 22 00 24 00 24 00 21 00 21 00 21 00 21 00
Verna Mathlewson D B Bride Magne Ihle Magne Ihle Delin Pfeil Frank E. Titus John Mitchell Carnest Flint Chas, Guse a Thomas Haskins Martin Peterson F O Rible Nettle Kane Chas, T. Stock, Jr Frank G Hatch	Attendant	95 00 92 00 24 00 25 00 45 00 45 00 35 00 35 00 90 00 90 00
Bernt Dahley Axel Anderson Alvin Klatt Clus Rauden strauch Roule Mercler Bernard Coleman Alfred Williams Adolph La Piere Grace fixture lister Patterson Levnard Stone Johnson Levnard Stone Johnson Levnard Stone John Sallivan Ferry Callette Laroly a Kleiner Edith M Feit Lev Briter Valler Valler Valler Valler Valleguett Levy White Lifenar Valleguett Levy Hopser	Baker Butcher Asst. Carpenter, per day (R & B.) Seamstress Carpenter, per day (R & B.) Laundress Carpenter, per day (R & B.) Laborer, per day (R & B.) Laborer, per day (R & B.) Laborer with team, per day (R & B.) Center Cent	45 00 2 50 2 50 2 50 2 50 2 70 2 50 21 00 30 00 1 85 2 00 21 00 21 00 21 00

HOME FOR THE FEEBLE MINDED—Contnued.

Name.	Position.	Com- pensa- tion.
	Labor Class.	
Richard Grant		5 00
Edward Leduc		
Mike Thaler	Asst. Carpenter, per day(R. & B.)	2 50
F. P. Howe		2 2 2 0
Alice Robertson	Clothes Keeper (R. & B.)	25 0
Lydia Bailey	Cook(R. & B.)	25 0
Mary E. Vosberg	Cook(R. & B.)	25 0
Laura Blair		23 0
Hattie White Pearl McClellan	Dining Room(R. & B.) Dining Room(R. & B.)	25 0 25 0
Bessie Fisk		
Bessie Britton	Dining Room	
John H. Abrams	Dairyman(R. & B.)	35 0
John Redman	Farmer(R. & B.)	42 0
Frank Redman	Assistant Farmer(R. & B.)	
Henry Redman	Assistant Farmer	
Samuel Hearn		
Rome G. Brown	Assistant Farmer(R. & B.)	
Wm. Taylor	Assistant Gardener(R. & B.)	
Harvey F. Mader	Assistant Gardener(R. & B.)	
Otillie Pfeil	Laundress(R. & B.)	
Florence Connell	Laundress	
John Hagen John Bruehling	Laborer, per day	1 9 1 8
Wm. Hanson		18
Peter Trepannier	Laborer, per day(R. & B.)	18
Lyson Trepannier	Laborer, per day(R. & B.)	
andrew Barney	Laborer, per day(R. & B.)	
David Arnold	Laborer, per day(R. & B.)	
Battus Gonyea Wm. Cornelia	Laborer, per day(R. & B.) Laborer, per day(R. & B.)	
James Agnew	Laborer, per day	1
E. Barrett		•
Andrew Shirley	Painter, per day(R. & B.)	
Chester Hiler	Painter, per day(R. & B.)	
r. Tibbetts	Painter, per day(R. & B.)	
Lydia Lintz	Seamstress	y
A. F. Brady		
Hanson Hilton	Night Watch	
Rose Nolop		
Mina Brown	Night Watch(R. & B.)	
Robert Agnew	Laborer, per day(R. & B.)	
Geo. Brewster	Laborer with team, per day (R. & B.) Laborer, per day(R. & B.)	
Iohn Costerisan Ed. Moore		
Thos. J. Duncan		
W. F. O'Connell	Helper Steamfitter, per day (R. & B.)	25
Hans Karsrud	Teamster(R. & B.)	45 0
R. J. Busch	Tinner, per day	4 0

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS.

Name.	Position.	Com- pensa- tion.
	Exempt Class.	
A. J. Hutton Cora Kaul	Supt. and Steward(R. & B.) Stenographer(R. & B.)	\$20 8 83 25 00
	Non-Competitive Class.	
I. R. Rawson	State Agent	\$91 66
drs. Bradley Fletcher	Matron(R. & B.)	20 00
I. A. Bachler	Asst. Supt. and Steward(R. & B.) Matron	100 00 20 00
Ira. M. J. Burk	Matron	20 00
lelen B. Booth	Matron(R. & B.)	25 00
lary Bornheimer	Matron (R. & B.)	20 CO
ana R. Bryant	Matron	20 00
ell Philip	Matron(R. & B.)	20 00
rs. H. E. Philip	Matron(R. & B.)	20 00
rs. G. W. Olson	Matron(R. & B.)	00.00
rs. H. E. Layne	Matron(R. & B.) Matron(R. & B.)	20 00 20 00
rs. J. A. Gunning	Matron	41 66
	Competitive Class.	
B. Noble	Physician	\$40 00
. E. Davies	Physician	40 00
II. Froemming	Manual Training Teacher(B.)	80 00
J. Waterman	Music Teacher(R. & B.) Principal(B.)	50 00 126 60
S. Roeseler	Carpenter	70 00
A. Grover	Engineer(B.)	85 00
B. Shock	Assistant Engineer(R. & B.)	50 00
0. Klatt	Assistant Engineer(B.)	60 00
adley Fletcher	Family Officer(R. & B.)	50 CC
P. Gilmore	Family Officer	50 (0
J. Burk	Family Officer(R. & B.) Family Officer(R. & B.)	50 C0 60 00
D. Booth W. Hawtin	Family Officer	40 00
E. Bryant	Family Officer	59 00
m Boyd	Family Officer(R. & B.)	45 (0
E. Philip	Family Officer(R. & B.)	50.00
E. Layne	Family Officer(R. & B.)	50 00
A. Gunning	Family Officer(R. & B.)	50 00
n. Burmelster	Gardener(R. & B.)	45 CO 89 OO
eph Ham	Baker(B.)' (Cook(R. & B.)	45 CO
tthias Johnson	Farm and Stock	50 CO
G. Owens	Night Watch(B.)	
O. Neff	Painter and Blacksmith(R. & B.)	60 00
rman Thiele	Shoemaker(B.)	50 0
A. Beltz	Tailor(B.)	65 00
rietta Haynes	Teacher	45 00
A. Crocker	Teacher(R. & B.)	65 00
C. Assmann	Teacher(R. & B.)	50 0 0

^{*} Maintenance.

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS-Continued.

Name.	Position.	Com- pensa- tion.
	Labor Class.	
Mary Boyd	B. D. Room(R. & B.)	\$22.56
Mrs. M. Jojnson	Assistant Cook(R. & B.)	36 O
	General Work(R. & B.)	20 0
	. General Work(R. & B.)	35 0
Jennie Hargrave	General Work(R. & B.)	0 03
	General Work(R. & B.)	20 0
	General Work(R. & B.)	20 0
	General Work(R. & B.)	35 00 05 00
Rose Mulholland	General Work	20 0
Lenos Krebs		65 0
	Officer Dining Room(R. & B.)	20 0
Bell Purvis	Sewing Room	20 0
Julia Rayford		20 0

SCHOOL FOR THE BLIND.

Name.	Position.	Com- pensa- tion
	Exempt Class.	
Mrs Clara Langtry	Aust Stew, and Sten (R. & B.)	\$40 00
	Non Competitive Class.	
Procile Clark Martaret Davidson Alice Miller	Matron	\$41 66 25 00 40 00
	Competitive Class.	
A J Hogan Jean Heding Henry Bull Jac O'Rouke Elbert Loveland Mrs Huttle Smith M Ada Turner Matel E Hamtey Loura Englesion Idele Mediar Herbert Adams Frank P Bixon H G Arnold Jos Nicht Lieselben Coburn ther Mettregor Emi a J Augent Gree H Mulin Helen L. Tuttle Mart McKinnon	Gardener (R, & B) Watchman (B,) Hskpr & Dom S Teach (R, & B,) Physical Culture Teacher (R, & B,) Plano Teacher (R, & B,) Piano Teacher (R, & B,) Vocal Teacher (R, & B,) Orches Teacher Piano Tuning Teacher (R, & B,) Work Teacher (R, & B,) Work Teacher (R, & B,) Work Teacher (R, & B,)	\$70 00 50 00 50 00 40 00 35 00 40 00
Anna Kirby Lieresa Sorenson Mary Murphy Mary O'Ronke Anna Christofferson Lingie Forsyth Iddred Wills Lingie Pfughoeft Lary Wilt Lary Hay Lary Hoptag Lary Montag Lary Zeman	Janutress (R. & B.) Assistant Cook (R. & B.) Chamber Mald (R. & B.) Chamber Mald (R. & B.) Chamber Mald (R. & B.) Chamber Maid (R. & B.) Chamber Maid (R. & B.) Dining Room (R. & B.) Dining Room (R. & B.) Dining Room (R. & B.) Elming Room (R. & B.) Elmindress (R. & B.) Laundress (R. & B.) Elmindress (R. & B.)	18 93 23 00 18 00 18 00 18 00 18 00 18 00 25 00

SCHOOL FOR THE DEAF.

_	Position.	pensa- tion.
	Exempt Class.	
Nellie M. Passage	Stenographer	\$33 00
	Non-Competitive Class.	,
6. D. Fiske	Assistant Steward (R. & B)	860 00
Mrs. E. W. Walker	Matron (R. & B.)	41.74
fillle Cannon	Assistant Matron	33 00 45 00
disabeth Campbell	Assistant Boys' Supv (R. & B.)	24 00
i	Competitive Class.	
ohn Moore	Engineer (R, & B)	\$17 50
Theo. Glibert	Assistant Engineer	58 50
a Rue Stark	Assistant Engineer	81 00 83 00
F. C Larsen	Printer	75 00
louis Sheron	Shoemaker	90 00
l. W Kirk Phillip B. Ling	Baker	55 00 85 00
W. A. Cochrane	Teacher	120 00
W. F. Gray	Teacher	110 00
Warren Robinson Seth W. Gregory	Teacher	110 00 110 00
'au Lange	Teacher Teacher	120 00
I. A. Congdon Thomas Hagerty	Teacher	100 00
J Neesun	Teacher	85 00 55 00
Minira Hobart	Teacher	75 00
Elsle M. Steinke	Teacher	70 00
Slizabeth Rhodea	Teacher	70 00 70 00
Frances E Fowler	Teacher	70 00
Milee T. Coburn	Teacher	70 00 65 00
Stelln Flake	Tencher	80 00
Matte Winston	Teacher	60 00
Cutherine Williams	Teacher	60 00 40 00
'Inra Renderson	Teacher	25 00
Sdith Fitzgerald	Teacher	95 00
Belsy Larsen	Teacher	\$3 00 10 00
	Labor Ciass.	10 14
Allee S. Fisher	Barnman(R & B.)] Usher and Nurse(R & B.)]	\$30-00
Satherine Williams	Usher and Nurse (R & B)	24 (*)
V E. Menns	Nurse	24 00 24 00
Viivina Kuloht	Donille Cook (D & N V	\$91.00
MANUAL MANUARTING	Superintendent B COOK(16. & 19.)	21 00
Katherine Tulley	Troner	28,00 18,00
Morence Cou thard	Laundress(R. & B.)	16 00
LT. = 1 25 15 - 3	Walter (R. & B.)	16 00
	Waiter(R. & B.)	16 00
Maria Marty	Chambas Maid /D & D M	74 00
Unria Marty Bridget Bievency	Chamber Maid (R. & B.)	18 00 16 00
Maria Marty Bridget Bievency Mabel Hegge Mylua Berndt	Chamber Maid (R. & B.) Chamber Maid (R. & B.) Seamstress (R. & B.)	16 00 16 00
Maria Marty Bridget Bievency Mabel Hegge Mylua Berndt Arrilla Herrick	Chamber Maid (R. & B.)	

STATE PUBLIC SCHOOL FOR DEPENDENT CHILDREN.

Name.	Position.	Com- pensa- tion.
	Exempt Class	
Ella Hubbard	Stenegrapher (R. & B.)	\$30 00
	Non-Competitive Class.	
F Brandt F M Loomis Emma Evans by W T Saries safe t Park It J H per Soph a Winterfield Angle Fanning Fuma F Strain May Masters Hekn Mitchell D G Williams	State Agent (R & B.) State Agent (R & B.) Physician	\$91 06 83 33 30 00 60 00 41 66 70 00 80 00 20 00 21 00 80 00 45 00
	Competitive Class.	
Clus L Jones Caroline Harris Marcaret Harris Henrietta Zander Mable Bush J C Venus G A Reece H E Ramm Herman Mathews	Teacher (R & B) Eugineer (House) Fireman (R & B) Baker and Cook (B.) Jamitor (R & B)	30 00 10 00
Plane	Labor Class.	400 40
Ruib Davis Edith Beck Factha Walternt Nettie Murphy Clam Walker Elma Buchhols Martha Quackenbush Erina Brooks Fred Davis H M Plerson Emil Goldbeck Laura Pierson tugust Janke Facte Allen	Dining Room Girl (R. & B.) Dining Room Girl (R. & B.) Dining Room Girl (R. & B.) Driver (R. & B.) Farmer (R. & B.) Farmer (R. & B.) Helper (R. & B.) Gardener (R. & B.) Laundress, per day (R. & B.) Laundress (R. & B.) Assistant Matron (R. & B.)	19 00 16 00 14 00 15 00 15 00 89 00 40 00 40 00 35 00 1 50

GREEN BAY REFORMATORY.

Name.	Position.	Com- pensa- tion.
·	Exempt Class.	,
Barney Dailey	Overseer of Granite Cuttting	\$125 00
	Non-Competitive Class.	
O. E. Bickford Chas. McKenzie Geo. L. North	Assistant Superintendent Band Master Choir Master	\$125 00 16 00 10 00
Isabelle Hinsdale	Organist Competitive Class.	5 00
J. E. Engstrom R. L. Luther S. W. Goss F. E. Rice J. J. Angel Ira Clark L. Williams F. H. Koch O. H. Cooley A. B. Engle H. B. Gross T. R. Brigham J. I. Carter F. J. Seeman Frederick Vater Bruce Dodge Wallace Young Frank Boyd G. A. Clark J. H. Golden H. A. Frantz F. W. Wahlraff C. H. Powers E. E. Chamberlain David Kiley John Skoglind F. B. Higgs	Clerk Tailor (D.) Foreman (D.) Foreman Kitchen Overseeer (D.) Engineer (D.) Assistant Engineer (D.) Farmer (D.& H.) Mason (D.) Teacher and Str. Kpr. (R. & B.) Teacher Guard (D.) Teacher Guard (R. & B.) Teacher Guard (D.) Teacher Guard (D.) Teacher Guard (R. & B.) Teacher Guard (R. & B.) Guard (R. & D.) Guard (R. & D.) Guard (R. & D.) Guard (D.) Guard (R. & B.) Night Guard (R. & B.)	\$65 00 50 32 45 24 75 00 60 01 65 00 61 85 60 00 51 14 50 00 69 00 69 00 50 00 45 00 45 00 55 00 55 00 55 00 65 00
J. A. Keinmeter	Labor Class. (D.) Farmer	55 00 20 00

TUBERCULOSIS SANITARIUM.

Name.	Position.	Compensation.
	Exempt Class.	
Minnie Wilmot	Stenographer	30 (
	Non-Competitive Class.	
Frank Schoen	Assistant Steward	\$ 75 (
Avina L. Dietrichson Ernest Marin	Matron	42 (55 (
	Competitive Class.	,,,,
laude Scott	Chief Engineer	\$65 (
rarke E. Smith	Engineer	(0)
1908, Keese	Fireman	55
Pavid Southard	Night Engineer, per hour!	•
	Labor Class.	
ncy Blunt	Head Nurse	\$ 10 (
united Clifford	Assistant Nurse	25 (
wan ryans	Assistant Nurse	25 (
Jargaret Butler atherine Morris	Waitress	17 (17 (
deline Rowlands	Waitress	17
lanche Maceh	Waitress	17
ary Williams	Waitress	17
riman Mever	Assistant Cook	30
ary Heigel	Assistant Cook	25
enry Winchell	General Work	30
erman Ouderyan artha Williams	General Work	42 17
chorah Griffiths	General Work	17
arion Boven	Waitress	17
te Williams	Waitress	17
En l'Lous	Laundryman	50
uma Schuster	Laundress	20
anderson	Laundress	17 17
olinguy	Laundress	17
oran Williams	Laborer, per hour	
ilip Williams	Laborer, per hour	
't Pugh	Laborer, per hour	i
eo. Houeffer	Carpenter, per hour	
P. Jones	Teamster, per hour	
n M. Jones	Painter, per hour	
nis Pugh on R. Edwards	Painter, per hour	!
ii k pin teopag	Teamsier der Hour	•

WORKSHOP FOR THE BLIND.

Name.	Position.	Compensation.
	Competitive Class.	
Oscar Kuestermann William Schroeder Michael Zanna John Hennig	Overseer Teacher Teacher Teacher	\$100 00 58 50 52 00 89 00

INDUSTRIAL SCHOOL FOR GIRLS.

Name.	Position.	Com- pensa- tion.
 	Non-Competitive Class.	
Robert Blair	Engineer	\$45 00
ì	Competitive Class.	
Ida C. Parks	Dressmaker Cooking School Teacher	\$30 00 35 00
L. J. Anderson	Night Watch	35 00
! 	Labor Class.	
Peter Janes	Laborer	\$ 35 00

INDEX.

ADAMO	Page
ADAMS, E. L.— petition of	55–6
AGRICULTURE, BOARD OF— employees in classified service	153
ANDERSON, H. J.— assistant printing clerk, transfer requested transfer denied	37 39
ANDERSON, L. A.— promotion of	31
ANDERSON, L. A.— transfer of	29
APPOINTING OFFICER— phrase interpreted by attorney general. defined appointing officers must give notice of vacancy to Commission	106 184 197
APPOINTMENTS— authority of officer to appoint when no appropriation for compensation is made. competitive class. from eligible list, rules governing. in penal and charitable institutions. list of. list of from Dec., 1906, to July, 1908. rules governing. temporary, rules governing.	107 196 -7 227 195 78-95 76-77 228 230
APPOINTMENTS IN LABOR CLASS— rules governing	236
APPLICANTS— rules governing	223-4

APPLICATIONS	Pag
for labor class may be received by local examiners	22
provided for by law	19
regulations governing	24
rules governing	22
ASSESSMENT. BOARD OF—	
appointments, promotions and transfers	7
employees classified	
roster	
ASSESSOR—	
	914
special, exempted by law	213
ASSISTANT ATTORNEY GENERAL—	
position classified	49
ATTORNEY GENERAL—	
appointments, promotions and transfers	78
first assistant, position classified	38
opinions of	
roster	~
to Civil Service rules	6171
BART, W. T.—	
transfer of	30
BLIND-	
workshop for	286
roster of employees	281-6
BOARD OF AGRICULTURE— certification of pay rolls	44
	41 34
employees	1
BOARD OF ASSESSMENT—	
roster	248
BOARD OF CONTROL—	
appointments, promotions, transfers	82
may classify positions as exempt under provisions of sect.	113
roster	249
DOADD ON NYAWINDO HOD MHAQIINDO CHOMINGAMHO	J
BOARD OF EXAMINERS FOR TEACHERS' CERTIFICATES exempt	
3	

~		7			
	3)	a	D	r	
	I L	t a	₹.		_

DOADD OR HODRIGHDS	Page
BOARD OF FORESTRY	84 2 51
BOARD OF HEALTH AND VITAL STATISTICS	86
roster	253
BOARD OF IMMIGRATION	87
BOARD OF NORMAL SCHOOLS-	
roster of	235
BOARDS OF REVIEW—	
in office of Board of Assessment, exempt	213
BONDS MAY BE REQUIRED OF APPOINTEES	194
BUREAU OF LABOR & INDUSTRIAL STATISTICS	87-254
positions classified non-competitivespecial agent, classified	222 69
Special agent for, classified	51-54
special agent classified non-competitive	41
CERTIFICATION—	
by ruling of attorney general	170
Commission shall certify names of	170
double compensation	159
from eligible list	196
of pay rolls in cases where one name appears on two pay	15
rolls	145
of pay rolls, law concerning	203
of pay rolls from roster	238
request for special certification by State Fire Marshal, denied	41
rules governing	228
ruler governing in labor class	236
CHAPLAIN IN PENAL AND CHARITABLE INSTITUTIONS-	
exempt	214
HIEF EXAMINER, CIVIL SERVICE COMMISSION—	
duties prescribed	240

CIVIL SERVICE	E COMMISSION-	_	
•••••••	ts, promotions and		
	n for		
	ort		
-	ner, compensation		
	n of		
_	• • • • • • • • • • • • • • • • • • • •		
	cretary and chief		
	s of	_	
-	wers		
_	ners exempt		
local examin	ners, special appro	opriation for	
may classify	as exempt		• • • • • • • • • • •
meetings, w	hen held	• • • • • • • • • • • • •	
method of c	compensation disc	ussed	• • • • • • • • • • •
minutes of a	meetings of Civil	Service Commis	sion
	employees of		
_	ake and enforce i	_	
	ake investigations		
	work accomplished		
	ivil service comm		
	commission in oth		
secretary, c	ompensation of	• • • • • • • • • • • • •	• • • • • • • • • • •
-	-		THE STREET, AND ADDRESS.
CIVII SERVICI	E LAW		
	g into effect		
date of Boin	8 mile chect	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • •
CLASSIFICATION	ON—	•	
based on ch	aracter of service	e rendered	
employees o	f board of agricul	ture	• • • • • • • • • • •
in penal and	l charitable instit	utions	• • • • • • • • • •
in penal and	l charitable institu	utions, Board of	Control may
not clas	sify as exempt u	nder provisions	of section 13
legislative e	mployes, status o	f <u></u>	• • • • • • • • • • • • •
non-competit	tive class, rules g	governing	• • • • • • • • • • •
	ositions in each o		
power of con	nmission to make	• • • • • • • • • • • • • • •	
a			
CLASSIFIED SI			
	ided		
	clude persons wh		
	te		
	ositions		
wnat classes	are included	• • • • • • • • • • • • • • • •	• • • • • • • • • •
	\ ~		
COMMISSIONER			
general rep	ort	• • • • • • • • • • • • • •	• • • • • • • • • •

COMPETITIVE CLASS— number of positions in	Page
number of positions in	5 215–220
COMposition and a service of the ser	
COMPETITIVE EXAMINATIONS— limited to citizens of Wisconsin	
regulations governing	
COMFORT, RICHARD, PROMOTION OF	44
COMMISSIONER OF INSURANCE	87
COURT DECISIONS	179-183
CRUISERS FOR BOARD OF FORESTRY—	36
examination ordered	90
DAIRY AND FOOD COMMISSION	
DAVIES, E. J.—	
promotion of	44
DEAF SCHOOL—roster of	000
roster OI	282
DEPUTY TREASURY AGENTS— classified	221
DODGE, S. T.—	
employment of	38
ELIGIBLE LIST— defined	147
rules governing	
ELIGIBLES—	- 4
regulations governingwho may be dropped from register	244 197
ELIGIBILITY— term of	100 007
.с.ш. UI	196–227
EVERSON, A. E.— case of	145

Index. EMERGENCY APPOINTMENTS— when and how made...... EMPLOYEE— END. WILLIAM G.— transfer of....... ENSIGN, M. L. promotion of EXAMINERS regulations governing...... EXAMINATIONS character of, required by law..... general summary of..... methods discussed....... list of, competitive....... non-competitive, by whom conducted.......... non-competitive for promotion, rule governing....... non-competitive, rules governing....... oral, by whom conducted..... regulations governing...... rules governing....... EXEMPT CLASS...... assessors and members of boards of review...... number of positions in..... positions classified by Commission..... students in University and normal schools...... 21: who are included..... EXEMPTIONS authority to make exemptions for a limited time....... Commission may classify positions as exempt and may exempt original employees from non-competitive exami-in office of Board of Assessment in State University notice of hearings shall be public EXPENDITURES— Civil Service Commission

PARMERS' INSTITUTE CONDUCTORS— positions classified	Page 221
PAWCETT, F. L.— promotion of	33
FEEBLE MINDED, HOME FOR— roster of	276
PESS, GEORGE E.— case of	142 28
PEWSON, E.— appointment of	32
FIRE MARSHAL. roster of	83 262
PIRST ASSISTANT ATTORNEY GENERAL— Position classified	38
PISH COMMISSION	83 250
FORESTRY— board of employees classified non-competitive roster	84 221 251
POI, B. W.— case of	33
PREE LIBRARY COMMISSION Toster of	85 251
GALLOWAY, A. W.— promotion of	53
department of deputies, how certified deputies.	85 229 18–20

GEOLOGICAL & NATURAL HISTORY SURVEY— employees exempt	Page 214 262
GILLETTE, T. R.— petition of	55
GOOD, G. J.— transfer of request denied	56
GREEN BAY REFORMATORY— roster of	284
GREIG, C. B.— promotion of	33
GURNEE, PAUL— non-competitive promotion	27
HAGENAH, W. J.— bill of	53
HARRISON, R. S.— promotion of	30
HATCH, WINNIFRED— transfer of	49
HEALTH & VITAL STATISTICS	86 253
HEALY, J. H.— resignation of	26
HEARINGS FOR EXEMPTION— request for exemption of chief clerk, office of secretary of state	27
in rc chief clerk, secretary of state's office HILLYER, A. W.—	29
transfer of	30
HISTORICAL SOCIETY— roster of	254

OME FOR THE FEEBLE MINDED— roster of	Page 276
WGHES, T. J.— bill of	457
IMMIGD 1 mi o i v	
IMMIGRATION— board of	
INDUSTRIAL SCHOOL FOR BOYS— roster of	279
INDUSTRIAL SCHOOL FOR GIRLS—	•.•
roster of	286
INFORMATION— regulations governing dissemination of	245
INSPECTOR, STATE OIL	89
INSURANCE— department of Commissioner of	87 253
JANESVILLE— School for Blind, roster of	281
JURISDICTION— of Commission, duties and responsibilities	240
KARRAS, AMY— promotion of	56
KLOFANDA, A. J.— petition of	57
ENIGHT, H. S.— promotion of	36
LABOR CLASS— applications may be made to local examiners local registration offices discussed	226 14 201
local registration once, provision for local registration, rule concerning	201 64 4 246
rules governing	234 201

LABOR & INDUSTRIAL STATISTICS— Bureau of	Page 87
I.ARSON, C. M.—	28
promotion of	49
LEGISLATIVE EMPLOYEES— not entitled to privilege of non-competitive examination under provision of section 9	134 -5, 136
	·
LEIGH, I. P.— case of	'3, 177 179
LIBRARY ASSISTANT FOR UNIVERSITY EXTENSION— position classified	221
Library Clerk— position, how classified	124
LOCAL EXAMINERS—	
classified	65
classified as exempt for Civil Service Commission, exempt	66 214
rule concerning	65
who may receive compensation	225 149
LOCAL REGISTRATION—	
rule concerning	64
LOCAL REGISTRATION OFFICERS—	
rules governing	234
LUSH, C. K.—	
resignation of	26
MASON, WASHINGTON— promotion denied	50
momonon achieu	56
MATRON, CHADBOURNE HALL— classified	70
	• •
MATSON, BERTHA— transfer of	39

MEETINGS OF THE COMMISSION— when held	Page 246
MILES, LOUISE— transfer denied	35-6
MILWAUKEE INDUSTRIAL SCHOOL FOR GIRLS— roster of	286
MINUTES OF MEETINGS OF CIVIL SERVICE COMMISSION	26-6 0
MISDEMEANORS—	
to obstruct right of examinationunder this act, penalties for	205 208
NELSON, A. J.— promotion of	53
NOMINATION PAPERS— right to circulate, denied to employees	129
NON-COMPETITIVE CLASS— appointments of non-residents employees in Tax Commission in re Coughlin, J. L., petition of number of positions in provision of law concerning	122 28 31 4 201
NON-COMPETITIVE EXAMINATIONS—	
by whom conducted	227
for promotion, rules governingin penal and charitable institutions, when not required	233 231
NORMAL SCHOOLS— roster of	25 5
NORTHERN HOSPITAL FOR THE INSANE—	
roster of	269
OFFICIAL INFLUENCE— use of	206
OIL DISTRICTS— how certified	239 20

I	n	de	\boldsymbol{x} .

	
	Page
OIL INSPECTORS	89
how certified	229
roster of department	
· · · · · · · · · · · · · · · · · · ·	200
OPINIONS OF ATTORNEY GENERAL	104-178
ORGANIZER FOR UNIVERSITY EXTENSION—	
position classified	221
ORIGINAL EMPLOYEES—	
non-competitive examination of, required by law	190
OSGOOD, IRENE—	
request for transfer denied	57
PAY ROLLS—	
certification of	15
must be made in duplicate	246
PARSON; CLAIRE—	
transfer of	44
PENAL AND CHARITABLE INSTITUTIONS—	
chaplain exempt	214
POLITICAL AFFILIATIONS—	
law concerning	205
POLITICAL ASSESSMENTS—	
law concerning	206
POLITICAL SERVICE	206
term defined	129
POTTS, A. W.— transfer of	38-40
PRELIMINARY REQUIREMENTS—	
of examination provided for by law	193
PRINCIPAL EXECUTIVE OFFICER—	
who are included	106
PRISON, STATE—	
roster of	275
PROBATIONARY PERIOD—	
notice must be given when appointment is made	229
provided for by law	190

234

Index. PROFICIENCY IN A SPECIAL SUBJECT— Page 228 rule governing certification PROMOTIONS— 33 due to increase of salary, rule concerning...... list of **78-95** provision of law concerning **200** right of. discussed..... 138 rules amended 65, 70 rules governing 232 PUBLIC EMPLOYEESdefined · 207 PUBLIC LANDS roster of 255 PUBLIC OFFICER defined 207 duties of 187 PUBLIC PROPERTY roster of department 257 PUBLIC SCHOOL term defined 115 PI'GH, WILLIAMappointment of 48 complaint of **57-8** RAILROAD COMMISSION.... 90 confidential assistant, position classified...... 40 Positions classified 61 roster of **261** rules governing 237 special agents for, classified 67 special agents for, classified as non-competitive 42 RECOMMENDATIONS law concerning...... 204 rules governing...... 237

rule governing.....

REDUCTION-

Index.

REFORMATORY AT GREEN BAY— roster	Page 284
REGISTRAR OF UNIVERSITY—	
exempt	213
CACITIFE	
REGISTRATION OFFICES—	
local	14
REGISTRATION OF LABORERS—	
law concerning	202
rules governing	
REGULATIONS—	
of the Commission	240-245
rule governing	
RE-INSTATEMENT-	990
of probationers, rule governinglimited by law to the department in which previous serv-	230
ice was rendered	127
rules governing	231
RELIGIOUS AFFILIATIONS—	005
law concerning	205
ROEHL, JULIUS—	
case of	45
REMOVALS—	
case of A. H. Wagner	180
case of I. P. Leigh	179
cases subject to approval of governorgenerally discussed	151 16
in penal and charitable institutions	195
jurisdiction of Commission in case of	131
law concerning	202
not affected by change of title	164
recommendations of Commission	17
ROSTER—	
of classified service provided for by law	
of employees in classified servicerule governing certification from	238
	200
RULES— of Civil Service Commission	212
violation of, misdemeanors	203
,	_ • •

Index.

SAGE, MAY— appointment of	Page 40
SALARIES— low salaries discussed	9
SCHOOL FOR THE BLIND— roster of	281
SCHOOL FOR THE DEAF— roster of	· 282
SCHOOL FOR DEPENDENT CHILDREN— roster of	283
SCHOOL OF MINES— roster of	263
SECRETARY OF STATE	90 260
SECRETARY CIVIL SERVICE COMMISSION— duties prescribed	240
SHANKS, MYRTLE— temporary appointment of	27
SPARTA SCHOOL FOR DEPENDENT CHILDREN	283
SPECIAL AGENTS— for Bureau of Labor & Industrial Statistics, classified for Bureau of Labor & Industrial Statistics non-competitive Railread Commission, positions classified	41
STATE FAIR— certification of pay rolls. employees, actions concerning. employees—Commission's ruling concerning.	41 34 59
STATE FIRE MARSHAL— request for special certification denied	41
STATE HOSPITAL FOR THE INSANE— roster of	272

Index.	
STATE PUBLIC SCHOOL— roster of	Page 28:
STATE SUPERINTENDENTroster of department	91 25 9
STATE TREASURER— case of A. H. Wagner	54 26 0
STENOGRAPHER— department of Economics, position classified for Dean of Correspondence School, University, position classified	221 222
STONE, J. W.— claim of in Titus case	5-44-174
STUDENTS— bona fide in University, exempt bona fide in normal schools, exempt	
SUBORDINATE— defined	184
SUPERINTENDENT OF PUBLIC PROPERTYroster of	89 269
SUPERVISING EXAMINER— duties, rules governing	225
SUPREME COURT— roster of	269
SUSPENSIONS— in penal and charitable institutionslaw concerning	195 202
SWEET, M. M.— resignation of	59
TAX COMMISSION— employees classified employees classified as non-competitive roster of	49–68 28–222 261

Index.	
TAX PAYERS— right of action	Page 208
TEACHERS— actions concerning in charitable institutions—action concerning	30 27
in penal and charitable institutions—how classifiedin reformatory and charitable institutions, rule concerning	115 62
TEMPORARY APPOINTMENT—	400
rules governing	198 230
TEMPORARY EMPLOYMENTS—	10–14
number of—general discussion	10-14
THOMPSON, BEULAH— transfer of	51
TITUS, A. C.— appointment of as first assistant attorney general	34, 42
bill of	1, 45, 49 174
TRANSFERS—	
Anderson, A. J., request denied	39 29
End, William G.	30 34
Miles, Louise, request denied. Hatch, Winifred. Hillyer, A. W.	35-6 49 30
Parson, BerthaParson, Claire	38 44
Potts, A. W. Walker, S. T. Wylie. Fred.	38 38 29
Thompson, Beulah	44 51
in penal and charitable institutions	195 78, 95 157
rule governing	232
TREASURY AGENTS—	0 04
employees classified non-competitive	221 229

transfer



THIRD BIENNIAL REPORT

417 7119



State Civil Service Commission

OF WISCONSIN

PRO

July, 1908, to July, 1910, Inclusive.



MADISON, MIS DESIGNAT PRINTERS CON ANY STALE PRINTERS

	•
	•
	•
•	•
•	
·	

THIRD BIENNIAL REPORT

OF THE

state Civil Service Commission

OF WISCONSIN

PROM

July, 1908, to July, 1910, Inclusive.



MADISON, WIS.

DEMOCRAT PRINTING COMPANY, STATE PRINTER
1911

S. . .

CIVIL SERVICE COMMISSIONERS

C. E. BUELL, President, Madison.

OTTO GAFFRON, Plymouth.

THOMAS J. CUNNINGHAM, Chippewa Falls.

F. E. DOTY, Madison.

CHIEF CLERK,

FRANK L. FAWCETT.

ASSISTANT EXAMINER,

HENRY S. KNIGHT,

Edna Carell, Stenographer.
THEDA CARTER, Clerk.

Genevieve Usher, Stenographic Clerk Margaret Foran, Clerk.

TABLE OF CONTENTS

Names of commissioners, officers and local examiners	Page ii-1
PART I.	
Report of Civil Service Commission	7–26
PART II.	
Minutes of the meetings of the Commission	28–71
PART III.	
Statistics of examinations	74–81
Statistics of appointments, removals, reinstatements and pro-	
motions	
Expenditures of the commission	182–187
PART IV.	
Synoptical index to opinions of attorney general	190-192
Opinions of the attorney general	190-227
Court decisions	228-234
The civil service law	235-259
The civil service rules	260-286
Regulations	287–293
PART V.	
Roster of employes to July, 1910	295-347

•				•
•				
	•		•	
		•	·	

DIRECTORY OF LOCAL EXAMINERS.

County.	Examination Center.	Local Examiner.	Post Office.	
Adams	Friendshlp	John P. Lewis	Friendship	
Ashland	Ashland	J. T. Hooper Carl Rudquist	Ashland Ashland	
Barron	Barron	C. W. Meadows	Barron Rice Lake.	
Bayfield	Washburn	A. M Warden	Washburn.	
Brown	Green Bay	Timothy Burke	Green Bay. Green Bay.	
Buffalo	Alma	J. A. Ganz H. J. Niehaus		
Burnett	Grantsbnrg	Mabel AhlstromA. J. Myrland	Grantsburg. Grantsburg.	
Calumet	Chilton	G. M. Morrissey Geo, C. Humes	Chilton. Chilton.	
Сыррежа	Chippewa Falls	M. S. Bailey	Chippewa Falls. Chippewa Falls.	
Clark	Neillsville	Geo. E. Crothers F. W. Draper Wm. A. Campman	Neillsville. Neillsville. Neillsville.	
Coʻumbia	Portage	W. G. Clough J. E. Jones A. C. Kellogg	Portage. Portage. Portage.	
	Columbus	Fred Thompson	Columbus. Columb ⁿ s. Rio.	
Crawford	Prarie du Chein	Graves and Earll		
Dane	Madison,	••••		
Dodge	Juneau	John Kelley Oscar H. Bauer	Juneau. Juneau.	
Itor	Sturgeon Bay	Chas. G. Stangel H. O. Bernhardt	Sturgeon Bay. Sturgeon Bay.	
Inauglas	Superior	A. D. S. Gillette	Superior. Superior.	
Dunn	Menomonie	Geo. A. Works	Menomonie. Menomonie.	
Eau Claire	Eau Claire	W. H. Schulz John B. Fleming A. H. Shoemaker	Eau Claire. Eau Claire. Eau Claire	
Florence	Florence	G. C. Youngs Frank Waring	Florence. Florence.	
Food du Lae	Fond du Lac	F. W. Chadbourne D. O. Williams Thos. Lloyd-Jones	Fond du Lac. Fond du Lac. Madison.	
	Waupun	T. M. Welch F. L. Whitney	Waupun. Waupun.	

DIRECTORY OF LOCAL EXAMINERS—Continued.

County,	Examination Center.	Local Examiner.	Post Office.
Forest	Crandon	H. A. Kamm	Crandon. N. Crandon. Crandon.
Grant	Lancaster	E. B. Goodsell	Lancaster.
	Platteville	J. A. Wilgus	Platteville.
Green	Monroe	J. C. Penn	Monroe. Monroe. Monroe.
Green Lake	Green Lake	8. G. Potter Geo. V. Kelley John J. Wood, Jr	Green Lake. Princeton. Berlin,
lowa	Dodgeville	R. L. JointerAldro Jenks	Dodgeville. Dodgeville.
Iron	Hurley	Wm. D. Tyler Matt J. Connor	Hurley. Hurley.
Jackson	Black River Falls.	F. B. Dell	Black River F Black River F
Jefferson	Jefferson	John A. Haselwood A. M. Webb J. V. Stevens	Ft. Atkinson.
Juneau	Mauston	C. W. McNown	Mauston.
Kenosha	Kenosha	W. J. Hocking	Kenosha.
Kewaunee	Kewauee	Jos. J. Schultz	Kewaunee.
La Crossse	La Crosse	Harry Spence F. H. Fowler Frank Winter	La Crosse.
Lafayette:	Darlington	W. G. Mase	Darlington. Darlington.
Langlade	Antigo	C. O. Marsh	Antigo.
Lincoln	Merrill	William Milne	Merrill. Merrill.
Manitowoe	Manitowoc	F. J. Taugher	Manitowoc.
Marathon	. Wausau	Anton Mehl	
Marinette	. Marinette	G. H. Landgraf Elmer Grimmer C. R. Johnston	Marinette

DIRECTORY OF LOCAL EXAMINERS—Continued.

=======================================	<u> </u>			
County.	Examination Center.	Local Examiner.	Post Office.	
Marquette	Montello	A. J. Barry	Montello. Westfield.	
Milwaukee	Milwaukee	Patrick DonnellyA. N. Fairchild	Milwaukee. Milwaukee.	
Monroe	Sparta	A. S. Wells. Z. S. Rice' T. E. Paulus.	Sparta. Sparta. Sparta.	
Oconto	Oconto	L. C. Harvey W. H. Young Fred Shedler	Oconto. Oconto. Oconto.	
Oneid a	Rhinelander	F. A. Lowell	Rhinelander. Rhinelander. Rhinelander.	
Outagamie	Appleton	Chas. W. Treat Humphrey Pierce	Appleton. Appleton.	
Ozaukee	Port Washington	J. E. Uselding Margaret E. Schmit C. H. Bachhuber	Pt. Washington. Pt. Washington. Pt. Washington.	
Pepin	Durand	W. B. Newcomb C. A. Ingram Cynthia Carlisle	Durand. Durand. Durand.	
Pierce	Ellsworth	A. J. Ingli		
Polk	St. Croix Falls	G. W. Monty F. W. Walker C. W. Staples	St. Croix Falls. St. Croix Falls. Osceola.	
Portage	Stevens Point	A. E. Bourn	Stevens Point. Stevens Point.	
Price	Phillips	E. W. Murray Fred R Struble	Phllips. Phillips.	
Racine	Racine	E. W. Blackhurst W. W. Storms	Racine. Racine.	
Richland	Richland Center	A. A. Thomson ³ F. H. Pratt Thomas A. Nee	Richland Center.	
Roek	Janesville	John Arbuthnot	Janesville.	
Rusk	Ladysmith	W. N. Mackin F. E. Munroe O. E. Rice	Ladysmith.	
St. Crolx	Hudson	F. T. Condit		
Sauk	Baraboo	R. B. Griggs	Baraboo. Baraboo. Reedsburg.	
		Pern. McNulty Thomas W. King	Spring Green.	
Sawyer	Hayward	Wm. A. Light R. J. Hennessey	Hayward. Hayward,	

4 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

DIRECTORY OF LOCAL EXAMINERS—Continued.

County.	Examination Center.	Locai Examiner.	Post Office.
Shawano	Shawano	L. D. Roberts O. O. Weigand D. E. Wescott	Shawano.
Sheboygan	Sheboygan	H. F. Leverenz	Sheboygan.
Taylor	Medford	G. W. Adams M. A. Buckley	Medford. Medford.
Trempealeau	. Whitehall	P. H. Johnson E. J. Brovold J. I. Dewey	Whitehall. Ettrick. Arcadia.
Vernon	Viroqua	Frank H. Graves H. L. Gardner Willis P. Colburn	Viroqua,
Vilas	Eagle River	A. J. Austin James Morgan Grant Cook	
Walworth	Elkhorn	John G. Voss	
W a shbu rn	Shell Lake	J. A. Lonsdorf J. H. Shields. J. M. Smith	Shell Lake.
Washington	West Bend	D. E. McLane W. B. Rix F. W. Bucklin	West Bend.
Waukesha	Waukesha	S. B. Ray E. W. Malone D. J. Hemlock	Waukesha. Waukesha. Waukesha.
Waupaca	Waupaca	C. M. Boyles Chas. A. Stinchfield	Waupaca. Waupaca.
Waushara	Wautoma	G. M. Byse	Wautoma. Wautoma. Wild Rose.
Winneb ag o	Oshkosh	A. B. O'Neil	
Wood	Grand Rapids	M. H. Jackson W. J. Conway	Grand Rapids. Grand Rapids.

PART I.

Report of the Civil Service Commission.



REPORT OF THE COMMISSION

Madison, Wisconsin, December 1, 1910.

To the Governor:

We herewith respectfully submit the third biennial report of the State Civil Service Commission:

STATISTICS OF EXAMINATIONS.

During the biennial period ending July 1, 1910, the Commission has held 190 competitive examinations. During that time 4,869 applications were received, 4,488 persons were examined, 1,963 passed and 690 were appointed.

The following is a list of positions uniformly satisfactorily filled by competitive examination during this period:

Architectural draughtsman, salary \$100.

Assistant sergeant-at-arms, salary \$150.

Assistant chemist, salary \$100.

Attorney for fire marshal, salary \$150.

Bakery inspector, salary \$100.

Bookkeeper, salary \$100 to \$150.

Bookkeeper (Legislative), salary \$150.

Cheese, dairy and food inspector, salary \$100.

Chief clerk, salary \$150.

Chief engineer, salary \$100.

Copying clerk, salary \$25 to \$40.

Creamery, dairy and food inspector, salary \$100.

Dairy and food inspector, salary \$100.

Deputy fire marshal, salary \$100 to \$125.

Electrician, salary \$70 to \$100.

Elevator man, salary \$70.

Expert stenographer, salary \$125.

Factory inspector, salary \$100.

Farm foreman, salary \$80 and maintenance.

Fire warden, forestry department, salary \$100.

Game warden, salary \$2.50 to \$3.50, and expenses.

General clerk, salary \$50 to \$100.

Guard (prison and reformatory), salary \$50 to \$60.

Head carpenter, salary \$100.

Index clerk (Legislative), salary \$150.

Inspector of schools for deaf, salary \$125.

Insurance examiner, salary \$100.

Janitor at the Capitol, salary \$70.

Journal clerk (Legislative), salary \$150.

Laborers at the Capitol, salary \$60.

Library clerk, salary \$100.

Messenger (Legislative), salary \$60.

Messenger (local), salary \$18 to \$30.

Police (Legislative), salary \$90.

Principal, Industrial School, Waukesha, salary \$100.

Proof reader (Legislative), salary \$150.

Postmaster (Legislative), salary \$150.

Rate clerk, salary \$100.

Rural school inspector, salary \$166.

Statistical clerk, salary \$75 to \$100.

Stenographer, salary \$60 to \$100.

Superintendent of buildings, salary \$100.

Special agent, salary \$100 to \$150.

Teacher guard, salary \$60 to \$62.50.

Woman factory inspector, salary \$100.

The following is a list of positions that we have found it difficult to fill by competitive examination:

Attendant, salary for women \$20 and maintenance.

Attendant, salary for men \$25 and maintenance.

Architectural draughtsman, salary \$100.

Family officer and matron (combined position for man and wife without children), salary \$60 and maintenance.

Machinist, mechanician, salary \$70 to \$90.

Physicians in Hospitals for the Insane, \$75 and maintenance.

Trained nurse in Hospitals for Insane and Feeble-minded, salary \$45 and maintenance.

The reasons for our failure to secure satisfactory eligible lists for these positions are various. There are in the three state charitable institutions 239 positions as attendant. During the biennial period there were 669 appointments; on an average nearly three appointments to each position. Of the 239 attendants on the roster July 1, 1910, only 83 had served more than one

year; 11 served five years or over. The average tenure of an attendant is estimated at not over six months. The competitive examination of attendants had proved so unsatisfactory that the Commission some time ago classified the position non-competitive, after an informal agreement had been entered into with the superintendents of the hospitals for insane and feeble minded to the effect that the Commission would continue to advertise examinations for the position as if it were still classified competitive, the superintendents to give preference, in making appointments, to persons so examined and certified. Under this arrangement the number of eligibles appointed during the year 1910 was double the number of such appointments made during the year But even then the Commission failed to secure more than 1909 30 per cent. of all of the attendants appointed during the biennial period. There are three reasons for this condition. good attendants are found largely in the rural communities. One of the superintendents of the state institutions remarked, "Farm boys make the best attendants." We have not reached them. The Commission is at the present time attempting to work out a system of advertising through which this class of people may be put in touch with the state service. Second, the compensation of these positions is not commensurate with the character of service to be performed. The service while not are duous is not attractive. Male attendants receive less than farm hands, female attendants less than housemaids in cities-Board of Control, recognizing this disparity, has recently revised the salary schedule of attendants and has made provision for the promotion of attendants who prove worthy. Third, there has been little or no opportunity offered in the institutions for self-improvement. It is a daily grind with no prospect. Commission has hoped that the service might be made more attractive by the establishment in the hospitals of elementary training schools for nurses. Steps have been taken by the Board of Control to provide such instruction for the benefit of atten-Such an arrangement is now about to go into effect.

Notwithstanding the progress that has been made, the problem of securing competent persons to fill the position of attendant is still a serious one.

Architectural Draughtsmen.

The Commission has offered four examinations for the position of architectural draughtsman. Twenty-six applications were received; 22 applicants took the examination; 5 passed, and 1 was appointed. During this period there have been four appointments under Section 17, which provides for appointments when there is no eligible list. All of these appointments were of persons who were not residents of Wisconsin, and who, under Section 10, could not be admitted to competitive examination. Architect Peabody of the University of Wisconsin says it is difficult to find these men outside large cities. Our experience coincides with his conclusion.

Ær.

Physicians.

The Commission has offered seven open competitive examinations for the position of physician. Twenty-three applications have been received; 21 applicants took the examination; 15 passed; 3 were appointed; 5 refused appointment. During this period there have been 13 appointments under Section 13, which provides for appointment when there is no existing eligible list. Ten of these appointments were of non-residents who, under Section 10, could not be admitted to competitive examination. The salaries paid physicians in the institutions are not such as to attract men who have had a successful practice of several years. The positions are filled largely with young men who are graduates with only a year or two of actual experience.

Mechanician & Machinist.

The Commission has offered 8 examinations for the position of mechanician and machinist. Fifty-nine applications were received; 53 applicants took the examination; 33 passed; 11 were appointed; 8' refused appointment. During this period 4 appointments were made under Section 17 of the civil service law, which provides for appointment where there is no eligible list. 2 of the appointments were of people who were not residents of Wisconsin, and who under Section 10, could not be permitted to take competitive examination. Skilled mechanicians, competent to do the work required of them at the university, are hard to find.

The shops of this country, as a rule, do not develop men to do fine tool work of a varied nature.

Trained Nurse.

This position tells the same story—an insufficient number of applicants who are residents of the state and who possess the requisite qualifications.

Family Officer And Matron (Industrial School).

The commission has offered eleven examinations for the positions of family officer and matron. Fifty-six applications have been received; fifty-two applicants took the examination; twenty-one passed; thirty-one failed; eleven were appointed. Whereas the Commission has had a certain measure of success in filling this position, it has had difficulty in securing at all times a sufficient number of eligibles possessing the necessary qualifica-The family officer must be a teacher and a successful disciplinarian. The matron, his wife, must be a good housekeeper, and ready to assume charge of a cottage housing from twenty-five to thirty-five boys. They must be without children. The competitive system proves effective wherever satisfactory candidates enter examination, but the number of candidates possessing the necessary qualifications is small. Every possible means is resorted to to bring this position to the attention of persons who might be interested.

Under the provisions of section 10 of the law competitive examinations are restricted to residents of Wisconsin. As we have previously indicated, it occasionally happens that satisfactory candidates are not available within the confines of the state. This is particularly true where men possessing peculiar and exceptional qualifications of a professional or technical character are needed. We believe that the state would be served best if non-residents could be admitted to such competitive examinations, and we recommend that the law be so amended as to permit this Commission to admit to competitive examination persons not residents of the state of Wisconsin for positions requiring peculiar professional, scientific or technical qualifications when, in its

judgment, restricting a competitive examination to residents of the state would be disadvantageous to the public interests.

Educational Requirements.

Throughout the entire history of the civil service reform movement in this country, the objection has been raised again and again that competitive civil service examinations unduly favor college graduates and college students—persons having "book learning," but lacking judgment and experience. The following table shows what education (schooling) recent successful candidates for the enumerated positions actually possess:

Position.	University or Normal (not all graduates)	and Business	School & Rus	Common School.
Ass't Press Bulletin Ed	3	9	o	1
Rural school inspector		5	Ŏ	ñ
Bookkeeper.	60	15	19	i a
General clerk	25	35	12	2
Statistical clerk		00) Å	0
Steem engineer		i 🦞	0	10
Steam engineer	V	0	0	16
Game warden	0	16	5	72
Guards	2	5	9	24
Creamery inspector	! 2	5	5	Ĩ
Factory inspector	8	3	6	8
Janitor		1	1	32
Special agent	23	1	0	0
	99	93	53	169

The above is a list of positions selected at randon, covering fairly well the range of examinations from the most technical down to those bordering upon the unskilled class of service. It shows that in some examinations where education, general or technical is a prime requisite, the preparation afforded by the common schools is not sufficient, but it also shows that throughout the entire range of services here enumerated more than 40 per cent. of the successful candidates have had only a common school education.

In this connection it is interesting to note that the operation of the civil service law exerts a decidedly beneficial educational influence. During the biennial period 4,488 applicants were examined, 2,525 of these failed. It is safe to assume that 50 per cent. of these candidates will seek, by self-improvement, to better fit themselves to take subsequent examinations.

Oral Examinations.

The final mark which a candidate receives is determined by his written examination, his preliminary paper and the oral examination (if one is given).

During the past two years the Commission has given oral examinations in connection with some written examinations. At other times oral interviews, not attaining to the dignity of an oral examination, have been given in such connection. As a matter of experiment and because the Commission failed to find a sufficient number of candidates, the written examination of carpenters, painters, plumbers, and university janitors was at one time abandoned and selection was based solely upon the oral interview and preliminary paper. This procedure was not found productive of the best results and will probably not be resorted to in the future.

The oral interview assists the examiner to verify statements made by the candidate in his preliminary paper. It discovers faults and defects not ascertainable in any other way, and enables the examiner to arrive at a more correct estimate of the value of the candidate's previous training and experience.

The formal oral examination, when conducted by examiners who fully understand the profession or trade or service to be performed, is a distinct step in advance of the usual system of selection by competitive written examination. It frequently affects the result by lowering the average standing of candidates who have only a theoretical knowlege of the duties to be performed and raises the standing of some candidates who by virtue of their experience and temperamental and physical qualities are well fitted to render the required service, but who are unable to express themselves effectively in writing. The mark obtained in the oral examination in the majority of instances coincides (relatively) with that obtained in the written examination. The oral examination supplements the written and corrects or amends the result in instances where it would otherwise prove defective.

The following table showing the result of a combined oral and written examination given during the fall of 1910 for the position of deputy game warden illustrates the way in which the oral examination affects the final result:

1 Number who wrote. 2 Number who took oral examination. 3 Number who took oral and written. 4 Number below 70 in both oral and written examination. 5 Number above 70 in both oral and written examination. 6 Number who passed because of oral examination. 7. Number who passed because of written examination. 8. Number who failed because of oral examination. 9. Number who failed because of preliminary paper. 10. Number rejected. 11. Total number passed.
--

From the above table it will be seen that of the 49 persons who passed, 30 obtained a passing mark in both oral and written examinations; 15 failed in the written examination, but obtained sufficiently high standing in the oral to become eligible. Of the 131 persons who took the entire examination, 49, or 37 per cerebecame eligible for appointment.

Dr. T. S. Palmer, in charge of federal game preservation. Washington, who assisted in conducting the oral examinatio writes to our chief examiner in reference to it as follows:

"To my mind the best evidence that the examination was a fatest of the candidates' capabilities is shown by the remarkat agreement between our marks (Dr. Palmer's and Mr. Doty' given independently and from different standpoints.

* Mr. Amos Butler, secretary of the state board of charities Indianapolis, who has been asked on several occasions to assist holding oral and written examinations for positions in charitab institutions in Illinois, told me that in one examination 52 app. cants took the oral and only 1 was certified on the eligible lis in another more than 40 applied and only 3 were certified. Th would seem to indicate that our marking was not too severe.

* * Some of the tests in the examination for assistant fore ranger (federal) are much the same as those which we tried, an others might be adopted with advantage. I understand the about 30 per cent. of the candidates passed the forest service examination. * * * I am confident that for such positions at that of game warden the oral examination is the fairest and mo important test."

The value of the confidential reports of former employers ar other persons named by the candidates as references concerning their efficiency, character, habits and fitness for the service to

performed, must not be overlooked. In calling upon former employers for information concerning candidates, the Commission reminds them that its inquiry is made with the understanding that all answers shall be made from the standpoint of the interests of the state and not of the candidate; that for the time being the person addressed performs a judicial function and becomes a responsible element in the administration. That this sense of responsibility is borne in more and more upon citizens who are called upon to report concerning the character and efficiency and fitness of former employes, or of neighbors, is shown in the discriminating answers given by them to the Commission.

In the examination above referred to, several persons were marked high in either the oral or written examinations who were reported, because of misconduct or some other specific defect in character or habits, unfit for the service of the state. And when these reports were explicit and conclusive, candidates were rejected or marked down in the preliminary paper.

From the above it is fair to conclude that the written and formal oral examination, combined with our present voucher system, is the most effective method thus far employed by us to determine the relative merit and fitness of candidates who appear for competitive examination.

Publicity.

The successful application of the civil service law presupposes an abundance of material from which to make selection. If for any reason candidates fail to make application, or to pass the examination in sufficient numbers to provide adequate eligible lists, the civil service law fails to that extent to meet the requirements of the service.

Prior to January, 1910, this commission depended, as a rule, upon free advertising in newspapers of the state, except that printed posters and circulars were distributed to the various post offices, city and county buildings, and local examiners. Beginning, however, with the year 1910, the Commission authorized the insertion of paid advertisements in a few daily papers, at an estimated cost of \$150 to \$200 per annum. This, we are convinced, is the only uniformly reliable and effective means of pub-

licity. But newspaper advertising will not alone procure for the Commission at all times a sufficient number of candidate having the requisite qualifications. We have, therefore, resorte to the preparation of special lists of persons to whom advertising matter has been mailed direct. Teachers and town officials receive circulars announcing examinations for attendants in he pitals. Business colleges and schools are notified of stenograph and clerical examinations. Officers of trade unions receive retices caling for skilled men in the trades.

Growth.

That the work of the Commission is growing is shown by the constantly increasing number of applications received and the constantly increasing number of appointments made fro eligible lists.

Biennial period.	Number of examination days.	Number of examinations.	Number of applications.	Number who wrote.	Number who passed.	Per cent who passed.	Number who falled.	Number
First	4	38 61	1.566 3,547	1,274 3,037	756 1,561	59 51	518 1.318	14
Third	13	190	4.869	4.488	1.963	43	2,525	64

Table Showing Growth of Civil Service in Wisconsin.

It is fair to infer from the above table that the business of t Commission has increased from 40% to 45% over that of the poind ending July 1908. This increase was met by an increase appropriation, in 1909 being 25% greater than that previous made.

It will be noted that the percentage of applicants who pass steadily decreasing. This decrease is due to the fact that t standards fixed by this Commission have gradually been raise It would be a mistake to infer from the table that the qualifications of candidates are not as satisfactory as were those of privious years. We believe that the qualifications of applicants f examinations during this period are on the average considerab higher than of candidates who appeared in former years.

So thoroughly had the belief taken hold of the public mind under the old system of selecting state employes that, in order to secure a position, one must be a partisan of the party and faction in power, that it was at first difficult to get applicants other than adherents of the party in power to take civil service examinations. But the people gradually came to know that the law regards neither party, faction nor religious belief, the only requisite qualification to secure a place on the eligible list being merit and fitness. The above table, showing that a constantly increasing number of persons is willing to undertake the test, justifies the belief that there is an increasing confidence in the fairness and reasonableness of the competitive examinations offered by this Commission.

(lassification.

There are in the classified and unclassified service of the state, which includes elective officers, members of the university and normal school faculties, members of boards and commissions, and employes in the classified service, 2,831 persons. Of these 836 are in the unclassified service, 118 in the exempt class, 1057 in the competitive class, 390 in the non-competitive class (which includes 239 positions as attendant, previously mentioned) and 430 in the labor class.

Our revised rules, adopted in July, 1910, effected changes in classification as follows: 48 positions in penal and charitable institutions reverted from the non-competitive and labor classes to the competitive class. Elsewhere 30 positions reverted from the non-competitive class to the competitive class. A total of 78 new positions was added to the competitive class. At the same time 37 positions as teacher in schools for the deaf and blind and 239 positions as attendant were classified non-competitive.

Legislation.

During the legislative session of 1909 all positions in the department of the revisor of the statutes were classified exempt by law. (There have been 15 appointments to positions in this department, 10 of which were made from competitive eligible lists). During the legislative session of 1907 all positions as exact.

pert in the employ of the State Railroad Commission were by law placed in the unclassified service. (8 appointments have been made under this clause, 3 of which were made from competitive eligible lists). With these two exceptions, the attitude of the legislatures of 1907 and 1909 was favorable to the application of the merit principle. The legislature of 1909 went or record by re-enacting a law placing 90 legislative employes in the competitive class. During that session, 60 positions at deputy oil inspector, 1 as chief deputy oil inspector, 10 positions at the capitol heating plant, and 60 positions as deputy game warden were by law placed in the competitive class. While most of these positions had been previously so classified by law the will of the legislature was specifically expressed in statutes re-enacting such classification. Several bills adverse to the merit principle introduced during that session were killed.

Tenure in the Classified and Unclassified Service.

The following table gives the number of persons in the classified and unclassified service and shows the number who have been continuously employed five years or more:

Unclassified Service.		No. in service five years or more.	Per cent of total.
University	447	214 (estimated)	*48.
Libraries. Capitol Penal and Charitable Institutions and Nor-		19 52	35.9 55. 8
mai Schools	243	94	38.6
CLASSIFIED SERVICE.	836	379	45 +
University Libraries Capitol Penai and Charitable Institutions and Normal Schools	31 694	58 d6 205	14.33 19.35 29.6 20.6
Total	1,968	502	26.0
Grand total	2,804	881	31.33

^{*} The last year for which statistics were obtainable shows the per cent to be 48.

From the above table it appears that 55 per cent. of all elective officers, and officers appointed by the governor, have served more than five years. In the university, which represents a high grade of efficiency, 48 per cent. of the professors and instructors have served more than five years. In the classified service changes have been more frequent. Beginning with January, 1906, there were no employes in the service who had received appointment by competitive examination. Only 31 per cent. of all employes in the classified service now on the pay rolls of the state were in the service at that time.

Efficiency of the Service.

The civil service law rests on theory that selection and appointment, according to merit and fitness, determined by competitive examination, tends to increase the efficiency of the service.

To determine relative merit and fitness separate examinations are prepared for the different kinds of service to be rendered. Oral examinations, oral interviews, and confidential reports of employers who, by virtue of their position, are competent to testify as to the quality of the service previously rendered by candidates, all form elements in these examinations and aid in determining the relative fitness of applicants. Inefficiency, due to ignorance or lack of skill, is more frequently the cause of disgrace in public life than is downright dishonesty. The greatest kindness that can be done a man is to assist him to find a place in which he can exercise his faculties to the best advantage. To encourage him to enter upon a service for which he is not fitted is to do him an irreparable wrong. He, as well as the State, is best served when he is prevented from it.

But efficient service does not depend solely upon original meritorious selection. We have also to consider:

- (a) Equitable adjustment of salaries to burdens and responsibilities.
 - (b) Tenure of office.
 - (c) Promotions and transfers according to merit and fitness.
 - (d) Supervision and environment.

Adjustments of Salaries.

•

In a previous report mention was made of the fact that the administrative branch of the government is subdivided into several independent bureaus, boards, commissions, and departments. Each department is a separate entity independent of all other departments, having its own separate and distinctive problems to be solved and duties to be performed. A few classified positions in the capitol are established by statute, with fixed salaries; but, as a rule, the duties and responsibilities and salaries of employes are fixed by the officer, board or commission having power of appointment and no uniform rule of equalization is provided. Janitors at the University receive fifty to fifty-five dollars a month. At the Capitol, where the salaries are fixed by statute, they are given seventy dollars a month for shorter hours and lighter work. Laborers at the University are paid as a rule forty-five dollars a month, while, at the Capitol, they receive by statute sixty dollars a month. The salary of factory and creamery inspectors is fixed by statute at twelve hundred dollars per annum, while deputies in the office of the State Fire Marshal are paid from fourteen hundred to eighteen hundred dollars per Deputy game wardens, who serve in a similar capacity as law-enforcing officers, get from nine hundred to ten hundred eighty dollars per annum.

These instances are given as illustrative of the conditions which prevail. We believe a lesiglative inquiry into the subject might effect a more equitable adjustment of salaries to responsibilities and duties.

Transfers and Promotions.

In a previous report reference was made to the fact that the work of the various departments is not uniform throughout the year; that in some branches of the service there are periods of stress succeeding periods of comparative inactivity; that there is little opportunity given to readjust the load by the ready transfer of employes from one department to another. To facilitate readjustments in the service the Commission in July amended its rules governing transfers and transfers involving promotions and provided rules for promotional examinations, to which al

eligible persons employed in the service may be admitted. This rule provides for the transfer by promotion of such persons as have demonstrated their fitness in these competitive promotional examinations. During the past two years thirteen transfers for permanent employment have been authorized by the Commission.

Temporary Employments.

Your attention was called to the number of temporary appointments made during the biennial periods ending July, 1908. It was pointed out that, as a rule, the State can never receive as good service from temporary employes as it receives from those regularly in the service, who, by experience and training, are qualified to do the work in hand without waste of time and energy. Temporary employes receive a rate of compensation higher than is received by permanent or regular employes. Frequent temporary employments, except for seasonal work, would seem to indicate lack of careful planning ahead, especially where, as often happens, officers find it necessary to request the continvance of such employments beyond the original specified temporary period; and it is at this point that the civil service law often becomes a source of embarrassment and irritation to ofcers. This Commission believes it is justified in such cases in opposing such continuance beyond the terms of the original contract. Persons standing highest on an eligible list are seldom available for temporary service. It follows that temporary positions are not as a rule filled with persons who have demonstrated the highest degree of efficiency.

Heads of departments are coming to recognize the advantages of co-operation and consolidation. Matters common to all departments requiring expert supervision might well be unified and centralized. Uniformity in systems of filing and indexing letters, documents, reports and works of reference can be secured best by efficient central supervision. Uniformity in preparing material for publication, indexing public documents, proof-reading, etc., could be secured at less expense by such means. We see the need of co-operation and consolidation in the use of expensive labor-saving devices, such as addressing machines, multigraph machines, adding machines, etc. Legislation providing

for central supervision and service in these directions would effect a saving to the State, combined with marked increase in efficiency and uniformity in the application of business methods.

Political Service and Contributions.

A worthy employe may lose heart and interest if weighed down with the feeling that his tenure is in any degree whatsoever dependent upon political favor. We believe it is still the practice with some employes to make so-called voluntary campaign contributions upon the theory or supposition that their tenure may be dependent upon their making such contributions. We believe there are still some employes in the service who feel it incumbent upon them to devote a certain amount of time to the political interests of their superiors on the theory that it is necessary to secure their favor in that way. Just so long as employes suspect that their tenure is in any way dependent upon anything other than good and efficient service, this Commission will be handicapped in its work of getting into the service the most desirable candidates, and the efficiency of the service itself will be weakened.

The law prohibits an officer or employe from soliciting or receiving political services or contributions for political purposes from any other officer, agent, clerk or employe of the state, but it does not prevent an employe from making contributions of services or money to an officer or employe of the state, nor does it prevent solicitation of funds from officers or employes by private citizens or party campaign committees, nor does it prevent candidates who are not officers or employes from receiving There has been much evident misconception such contributions. on the part of the public as to just what political contributions and services the civil service law forbids, and there appears to be a widespread belief that active participation in political campaigns by persons in the classified service is wrong. If it is the will of the people of the state that the employes of the state shall not attempt to influence the result of an election by means of secret campaign contributions or partisan activity, that will should be expressed in clear and definite terms by statute.

Uniform Efficiency Records.

We believe that removals should be based upon established facts of record, not suspicion or hearsay evidence. Such record should show from day to day the quality and quantity of work performed by each employe—his attendance, conduct and industry.

To that end this Commission has prepared efficiency records to be kept in each institution, office, or department, from which quarterly reports are to be made to the Commission on blanks provided for this purpose. A reliable record of the efficiency of each employe, the quality and quantity of his work, his industry and attendance is essential in connection with any promotional examinations he may wish to take. Such a record is also an essential element in efficient supervision. The Chicago Commission has recently established an efficiency bureau devoted to the study of the problem of determining the efficiency of employes in the various branches of the service. This work is still in an experimental stage. There is some question whether actual efficiency can be scientifically measured in terms of dollars and cents. But relative efficiency can be fairly well determined. and any attempt to do so is likely to react favorably upon the service, to improve the quality of the work done, to increase the output of work, to insure meritorious promotions, and to sift out the unworthy. Moreover, a study of the quality and quantity and character of work which the various servants of the public are called upon to perform benefits the examining division of the service, making its work in turn more practical, reasonable and effective.

REMOVALS.

In our last biennial report we recommended an amendment to the law governing removals on the theory that, as then interpreted by the attorney-general, the law unduly hampered a public officer in the removal of incompetent, insubordinate, or unworthy employes, and did not afford security of tenure to competent, trustworthy, faithful employes; that in case of removal a hearing should, if requested, be had quickly, informally, and inexpensively before some proper tribunal, the finding of which

General Report of the Commission.

should be final and conclusive. A bill embodying the recommendations of the Commission was passed by the senate and was reported favorably to the assembly, but was killed in the rush of the closing hours of the legislature.

This Commission still feels that the amendment suggested was a wise one. A similar law has, for some years, been in effect in Illinois, and we understand has worked most satisfactorily. Whether such an amendment shall be adopted in Wisconsin is for the legislature, in its wisdom, to determine.

Since the adjournment of the last legislature our supreme court has held, in the case of Wagner vs. Dahl, that even the courts have no authority to determine whether sufficient cause for removing an employe exist if the removing officer allege a cause of removal which on its face is sufficient, the cause not being political or religious.

Proposed Amendments to the Civil Service Law.

This Commission renews its recommendation made two years ago, in favor of an annual salary instead of a restricted per diem compensation for members of the Commission. We believe that at least one member of this Commission should be so compensated as to enable him to devote all or a large portion of his time to actual administrative work.

Section 17, paragraph 1, of the civil service law provides:

"Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for non-competitive examination, and if such nominee shall be certified by the said Commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision."

We find it difficult at times to conform to the requirements of

General Report of the Commission.

this provision of the law, which makes it necessary for us to hold a competitive examination within two months after a temporary appointment has been made, even through the temporary appointment is made after a widely advertised competitive examination has failed to produce satisfactory candidates. Having failed to procure candidates in a competitive examination, it is a needless expenditure of money immediately thereafter to advertise a second competitive examination. This law should be so amended as to permit the continued employment of a temporary appointee, who has satisfied the requirements of a non-competitive examination, and who has been selected in the absence of a suitable eligible list, until a suitable eligible list can be prepared under rules prescribed by the Commission.

We believe certain positions now classified by law in the unclassified service should be included in the classified service and respectfully invite your attention to a consideration of the entire unclassified service, to the end that such positions as can properly fall within the classified service be so classified by law. One entire department of state government, that of the bank examiner, falls under a decision of the supreme court in the unclassified service. No reason has even been advanced why an exception was made in the case of this department, and we know of none.

The law places the library staff in any library maintained wholly or in part at state expense in the classified service, but experience shows that librarians for public libraries can be selected satisfactorily by competitive examination. A notable illustration of the application of the competitive system is found in the recent selection by the Chicago Civil Service Commission of a head librarian for the city of Chicago.

The biennial period has been on the whole one of harmony and progress due largely to the fact that appointing officers of the state have, as a rule, co-operated with this Commission to the end that the merit principle might be applied. The state is under obligation to Dr. T. S. Palmer of the United States Department of Agriculture for valuable services rendered by him gratis in connection with the oral examination of game wardens during two successive seasons. The state is also indebted to the

press for bringing competitive examinations to public Acknowledgments are due to Mr. Elliott H. Goodwin and of the United States Civil Service Reform Association a various members of the State Civil Service Reform Leag valuable suggestions and advice in connection with this w Respectfully submitted,

C. E. BUELL,
T. J. CUNNINGHAM,
OTTO GAFFRON,
Commissio

PART II.

Minutes of the Meetings of the Commission for the Biennial Period Beginning June 16, 1908.

MINUTES OF THE MEETINGS OF THE COMMISSION.

June 16, 1908.

The Civil Service Commission met at its offices in the Capit at 9 o'clock a.m. All members present.

Section 16 was added to Rule IV, placing the position of matron of Chadbourne Hall in the non-competitive class, and was submitted to the governor for his approval.

The Commission adjourned to meet Wednesday morning, June 24th.

June 24, 1908.

The Commission met at its offices in the Capitol on June 24th, at 9 o'clock a.m. All members present.

The minutes of the two previous metings were read and approved.

The secretary reported that C. E. Broughton of Fond du Lac has made affidavit that no communications had been received at any time from the state treasurer or from his assistant relative to the political affiliations of William Pugh. The case was therefore dismissed, it being evident that there is not sufficient evidence to justify further investigation of the complaint made by William Pugh.

The period of eligibility of persons whose names appear on the eligible list for the position of clerk was extended until such time as a new list can be prepared, but for a period not exceeding four months.

Letters from citizens of Waupun asking for an investigation of conditions at Waupun were brought to the attention of the Commission. Further consideration of the matter was deferred until the next meeting.

The secretary was authorized to carry out the proposed system

of local registration of laborers at Oshkosh, as previously outlined by the secretary.

The secretary made report of alleged irregularities in connection with the payment of C. W. Rhodes, recently appointed to the position of clerk in the office of the insurance commissioner. The secretary was instructed to make further investigation concerning these alleged irregularities and to report to the comsion at its next meeting.

The commission having received notice of the appointment of W. W. Burgett to act as deputy game warden in Walworth county until an eligible list can be procured, directed the secretary to notify the state game warden that inasmuch as Mr. Burgett has already served two months as a temporary appointee, and inasmuch as Section 17 provides that successive temporary appointments shall not be made under this provision, the appointment of Mr. Burgett is not approved.

An examination for the position of game warden having been ordered for Walworth county, Commissioner Buell was authorized to go to Elkhorn to conduct an oral examination in conection with the written examination to be given on Saturday, June 27th.

The Commission adjourned to meet on the 9th of July at 9 o'clock a.m.

July 8, 1908.

The commissioners met at the offices of the commission at 9 o'clock a.m. All members present.

Commissioner Gaffron was unanimously elected president of the Commission for the ensuing year.

F. E. Doty was unanimously re-elected to the position of secreby and chief examiner for the ensuing year.

The salary of Frank L. Fawcett, chief clerk for the Commission. was increased from \$1,200 to \$1,400 per annum.

The salary of H. S. Knight, assistant examiner for the Commission, was increased from \$1,200 to \$1,400 per annum.

An examination for the position of chief engineer in penal and charitable institutions was ordered.

Commissioner Buell was authorized to further investigate the

alleged irregularities in connection with the employment of C. W. Rhodes in the office of the insurance commissioner, and to report at the next meeting.

The oral request of the secretary of the railroad commission that a special examination for the position of multigraph clerk be held, the salary being \$30 a month, was denied, it being the opinion of the Commission that the position can be filled satisfactorily from lists already in force.

The Commission adjourned to meet on the 22nd of July at 9 o'clock a. m.

July 23, 1908.

The Commission met at its offices in the Capitol on Thursday, July 23rd, at 8 o'clock a. m. All members present.

The secretary was authorized to permit the transfer of any one of the men acting as special agents for the tax commission at a salary of \$1,200 to the position of clerk in the office of the bureau of labor and industrial statistics at a salary of \$1,100, it having been shown that the services of someone of demonstrated ability to conduct investigations and to make statistical reports of such investigations is desired, and it further having been shown that persons now acting as special agents for the tax commission have passed a competitive examination in statistical work.

An examination for the position of stenographers was ordered to be held during the last week in August.

In the matter of the investigation of the Civil Service Commission into the employment and compensation of Chester W. Rhodes, Commissioner Buell made a report of an investigation conducted by Commissioner Buell and Secretary Doty, and filed with the Commission a transcript of all testimony taken in the matter. Further consideration of the matter was postponed.

The Commission adjourned to meet Thursday, July 30th, at 9 o'clock a. m.

July 30, 1908.

The State Civil Service Commission met at its offices in the Capitol at 2 o'clock p. m. All members present.

A. J. Klofanda of Eau Claire county, whose commission as game warden expired July 1, 1907, and who separated from the

service some time in May, 1907, renewed his request for a ruling to determine his status under the civil service law. The matter was referred to Commissioner Buell with instructions to investigate, and if necessary to subpoena witnesses and take testimony, and report to the Commission both as to the facts and the law, at its next meeting.

An examination for the position of deputy game warden for Dane county was ordered to be held August 15th.

An examination for the position of primary teacher was ordered to be held August 22nd.

The request of the tax commission that an examination be held for the position of multigraph clerk for the purpose of securing someone competent to operate the multigraph machine and the typewriter at a salary of \$30 a month was postponed.

Adjourned until Monday, August 3rd.

August 3, 1908.

The Commission met at its offices in the Capitol at 9 o'clock a.m. Commissioner Cunningham absent.

The following resolution was adopted:

"Whereas, it appears from the testimony taken before a memher of this Commission upon the examination made as to the appointment, compensation, etc., of Chester W. Rhodes in the office of the insurance commissioner, that the insurance commissomer appointed Mr. Rhodes to the position of actuary in his office; that Mr. Rhodes had not at the time of such appointment obtained a place upon any eligible list entitling him to such appointments that he did not possess the expert knowledge and qualifications that would enable him to perform the duties of such position; that at the time of such appointment it was not intended by either said commissioner or said appointee that such appointee should perform any of the duties pertaining to the position of actuary, but should perform only duties of a clerical nature; and it further appearing that such appointee during such employment performed no actuarial duties, but that such duties were performed by others in said office; and it further appearing that at the end of such employment Mr. Rhodes' name

was sent to this office upon the pay roll of said insurance comm sioner, as actuary, at a salary of \$200 per month; that upon fusal of the secretary of this commission to certify such pay roa new pay roll was prepared upon which the name of Mr. Rhod appeared as clerk at a salary of \$100 per month; and it furth appearing that thereafter Mr. Gurnee and Mr. Frey, who he done the actuarial work of said office during the time Mr. Rhod was employed therein and who, according to the said amend pay roll drew the pay therefor, were requested by Mr. Beed Insurance Commissioner, to give, and did give, to said Rhod the extra compensation they had received for performing su actuarial duties;

And whereas, section 15 of the Civil Service law provides: " person shall be appointed or employed under any title not a propriate to the duties performed; that section 23 of such la provides: 'No person shall be appointed to or employed in a position in the classified service for which rules have been p scribed pursuant to the provisions of this act, until he l passed an examination, or is shown to be specially exempt from such examination, in conformity with the provisions of the act and of the rules made pursuant thereto; 'that section 23 said law further provides: 'It shall be the duty of each appoin ing officer of the state to report to the Civil Service Commissi forthwith in writing, upon such appointment or employme the name of such appointee or employe, the title and charact of his office or employment · . . the date of service virtue thereof and the salary or compensation thereof;' that s tion 2 of said Civil Service law provides: 'After the passage this act appointment to . . . the Civil Service of the sta shall be made only according to merit and fitness, to be asc tained as far as practicable by examinations After the expiration of six months from the passage of this a no person shall be appointed . . . as an officer, cle employe, or laborer in the Civil Service . . . in a manner or by any means other than those prescribed in this ac and this Commission being of opinion that in making such & pointment said insurance commissioner has failed to comp with the above provisions of the Civil Service law, and furth

that in receiving such compensation (\$200), Mr. Rhodes has received money, which as between him and the state of Wisconsin equitably, if not legally, belongs to the state of Wisconsin.

Resolved, That the secretary be, and he hereby is, instructed to transmit to the attorney-general a copy of such testimony and of the report of such commissioner, and of this resolution, for such official action, if any, as he may deem necessary in the premises."

August 27, 1908.

The Commission met at its offices in the Capitol at 11 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. A letter of Dr. W. A. Gordon, of the Northern Hospital for the Insane, recommending that the Commission abandon its proposed plan to establish a local registration office at Oshkosh, was laid before the Commission. The secretary was instructed to advise Dr. Gordon that the Commission deems it wise to continue the system already inaugurated, at least for the present.

The transfer of J. H. Curtin from the position of special agent in the department of the state tax commission at a salary of \$1,200 a year, to the position of clerk in the office of the commissioner of labor and statistics, was approved, the transfer to take effect September 1. The transfer was granted on the ground that the services of someone of demonstrated ability to do statistical work are needed, and Mr. Curtin has demonstrated ability in statistical work by competitive examination.

The chief examiner having made report that the Misses Florence Stacy and Laura Breese have satisfactorily passed a non-competitive examination for the positions, respectively, as teacher in millinery and dressmaking and as teacher in cooking, their appointments to positions as teachers in the Wisconsin industrial school for girls is approved.

The appeal of C. L. Graham of Burlington, formerly oil inspector for District No. 4, from the action of the state oil inspector consolidating District No. 4 with Districts No. 2 and 3, which consolidation resulted in separting Mr. Graham from the service, was dismissed on the ground that there is no evidence

submitted that brings the case within the jurisdiction of t commission.

A letter was received from the governor requesting this comission to co-operate with the state conservation commission formulating such report as it is possible for the civil serv commission to prepare. The secretary was directed to ascert the character of the investigations desired and to further port in reference to the matter.

The Commission adjourned to meet at the Plankinton Holin Milwaukee on the 10th of September at 7:30 p. m.

September 10, 1908

The Commission met at the Plankinton House at 7:30 p. Commissioner Cunningham being absent.

Commissioner Buell, after having made investigation into appeal of A. J. Klofanda for a ruling to determine his statemade report to the effect that the commission has no jurisdict in the premises. The case was thereupon dismissed.

A new section was added to Rule IV, placing the position dentist for occasional service in penal and charitable institions in the non-competitive class for all such incumbents residing in the institution.

The chief clerk was directed to be present at the State F grounds during Friday to pass upon all pay rolls of State F employes.

Secretary made report to the Commission concerning the we of the office during the previous month.

The Commission adjourned to meet in Madison subject to call of the president.

September 24, 1908

The Commission met at its offices in the Capitol at 9 o'cl a. m.

The minutes of the previous meeting were read and approv A competitive examination was ordered for the position of sistant to the purchasing agent in the University. Salary a month.

The secretary made report concerning the work of the previous week, and laid before the Commission certain matter pertaining to the forthcoming biennial report.

The Commission adjourned subject to the call of the president.

October 8, 1908.

The Commission met at its offices in the Capitol at 9 o'clock.

All members present.

The minutes of the previous meeting were read and approved. A request was received from the state railroad commission for the transfer of Ida Breitkreutz, now employed in the Oshkosh Normal School as stenographer and secretary to the president at a salary of \$70 a month, to the position of stenographer in the office of the railroad commission at a salary of \$60 a month. The transfer was approved.

Commissioner Buell made further report in reference to the petition of A. J. Klofanda of Chippewa Falls, in which it appears that the Civil Service Commission does not have jurisdiction over his request for reinstatement on the ground that he has not been legally removed. The report of the commissioner was accepted as the opinion of the Commission, and the secretary was directed to forward a copy of Commissioner Buell's report to Mr. Klofanda.

The regents of the University made oral request that the position of assistant to the purchasing agent in the University be classified as non-competitive. In view of the fact that the salary of this position is comparatively low, the duties being of a peculiarly confidential, fiduciary nature, requiring considerable technical knowledge and judgment; and further, in view of the fact that the department has but recently been created, that it is in the experimental stage, that the pressure of work at this time is heavy, and that to attempt to fill the position by competitive examination would interrupt and delay the service, the Commission adopted a rule classifying the position as non-competitive, and the previous order of the Commission directing that a competitive examination be held, was rescinded.

An examination for legislative employes was ordered to legislative on Saturday, December 5th.

The request of a candidate who was unable to appear at the competitive examination held on Saturday, September 26th, for a special examination, was denied.

The Commission thereupon adjourned to meet on Thursda October 22nd, at 9 o'clock a. m.

October 22, 1908.

The Civil Service Commission met at its offices in the Capia at 9 o'clock a.m. All members present.

Secretary M. E. McCaffrey of the board of regents of the University appeared before the commissioners to make request that the position of requisition clerk, at a salary of \$1,000 a year be placed in the non-competitive class temporarily. The action was granted and the accompanying rule was drawn at transmitted to the governor for his approval. This action was taken for the following reasons:

It is the duty of the requisition clerk to keep all requisits accounts; to figure extensions and footings on invoices; to pa upon orders for purchase on approval requisitions; to verify 1 correctness of vouchers in reference to proper classification to assist generally in the execution of the work in the regen office, and frequently to perform the functions of the secreta: The salary is \$1,000 a year. The commission has no suital eligible list for the position, and it is believed that in view of 1 requirements of the position it will be difficult to secure sat factory applications for competitive examination. It is urg€ that this position be immediately filled in order to give relief the secretary at a time of year when the pressure of work great. The temporary appointment must in any event be ms pending a competitive examination and it is not deemed ex1 dient to interrupt the work of the regent's office during the bu season by making changes at this time. It is believed that t person temporarily employed should be continued until a mo favorable time.

Matters pertaining to the forthcoming biennial report were laid before the Commission and received due consideration.

Secretary M. J. Tappins of the state board of control appeared before the Commission in reference to the certification of the name of Frank Hood. It appears that Frank Hood was employed for sixty days in the office of the board of control. It further appears that he had no place on any eligible list; that no request was made by the board of control for certification of names, and the request of Mr. Tappins that the name of Mr. Hood be certified for compensation was laid over until the next meeting.

November 20, 1908.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. The secretary was directed to advertise a competitive examination for the position of organizer of University extension, the salary being \$1,500 per annum.

The superintendent of public property, Mr. Charles Bennett, appeared before the Commission to make request that the position of coachman and care-taker at the executive residence be classified as non-competitive, on the ground that the personal relations which such an employe has with the occupants of the executive residence makes it desirable that the governor should be given authority to take the initiative in making selection. A rule was thereupon adopted classifying the position as non-competitive and was submitted to the governor for his approval.

The secretary was directed to prepare a rule relative to the election and certification of persons for labor positions in the Capitol, to be laid before the Commission at its next meeting.

The Commission adjourned to meet on Thursday, December 3rd, at 9 o'clock.

December 3, 1908.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved.

Dean Reber of the department of university extension appeared before the Commission in behalf of the president of the university to request the classification of the position of organizer for university extension as non-competitive, this being a continuance of the classification made in 1906, it being represent that the work of this department is in an experimental stage that it is desirable to procure the services of men who have has similar experience in connection with correspondence school wor in other states, the Commission classified the position as non-conpetitive until January 1, 1910, and directed the secretary to drafarule to be signed and forwarded to the governor in accordance with this action. The action taken by the Commission at it last meeting ordering a competitive examination for the position of organizer for university extension work was rescinded.

The secretary was directed hereafter to notify all department interested of the expiration of any rule at least three month prior to the expiration of any rule classifying positions temporarily as non-competitive, in order that in the future no misunde standings as to the authority of officers to make appointment in such cases may arise.

A new section was added to Rule VII, providing that her after all labor positions in the department of the superintender of public property shall be filled from lists of persons registere for the state at large. Section 17 of Rule XVII was drawn conformity to this action and forwarded to the governor for happroval.

Upon the request of Mr. Charles McCarthy of the Legislatic reference library, the temporary transfer of Miss Bertha Mason, a stenographer in the university, to a similar position in the legislative reference library was approved.

A copy of the biennial report of the Commission in its fir form was approved and ordered printed.

State Superintendent C. P. Cary asked the Commission to he a competitive examination and to certify at the earliest possil date three names from which to select a rural school inspects. The secretary was directed to advertise an examination to be he on the 19th of December, 1908, and was authorized to secure su expert assistance as may be necessary in connection with this e amination.

The Commission adjourned to meet Wednesday, December 30th at 9 o'clock a. m.

December 12, 1908.

The Commission met at the call of the president at 9 o'clock a.m. All members present.

The appeal of E. F. Hensel, who took an examination for deputy fire marshal, for re-rating, was granted, and Commissioner Buell was directed, with the secretary, to re-examine his papers and report the same at the next meeting.

The request of William Gray that he be given a special examination for the position of journal clerk in the legislature upon the representation that he was ill on the day the examination was given, was denied.

The request of O. G. Briggs of Madison for a special examination as assistant sergeant-at-arms and proof reader, on the ground that he did not receive papers to admit him to the examination on the day the examination was given, was denied.

December 31, 1908.

The Civil Service Commission met at its offices in the capitol on December 31 at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. Commissioner Buell reported upon the appeal of E. F. Hensel of Whitehall for a re-rating in the examination for the position of fire marshal. The recommendation that the name of E. F. Hensel and A. J. Kraby be appended to the list of persons eligible for the position of fire marshal with detective ability, was approved.

The request of the Railroad Commission for the transfer of Miss Eunice Sasman, a stenographer in the University at a salary of \$55 a month, to the position of stenographer in the employ of the Railroad Commission at a salary of \$55 a month, was approved.

The secretary reported that the eligible lists for the positions of cruiser, factory inspector, plumber and police are soon to expire, and recommended that the period of eligibility of those lists

be extended. The period of eligibility for the position of cruise was extended one year. The period of eligibility for positions: factory inspectors, plumbers and police was extended s months.

A question having been raised as to the authority of the Conmission to certify to the pay roll of Robert Knoff, employed from the clerks' list temporarily in the office of the Railroad Commission, the secretary was instructed to obtain an opinion from the attorney general and to be guided accordingly.

Adjourned to meet subject to call of president.

January 14, 1909

The Commission met at its offices in the capitol at 9 o'clock m. Commissioner Buell being absent.

The secretary was authorized to certify to the secretary of stath the name of Robert E. Knoff for compensation for services reddered in digesting and analyzing material for the biennial report of the Railroad Commission. This action was taken a conformity with an opinion rendered by the attorney general and under the provisions of paragraph 1, Section 17.

Request having been received from the Commissioners of fis eries for authority to appoint B. O. Webster of Bellefonte, Pensylvania, as fish culturist to take charge of the Wild Rose Fis Hatchery at a salary of \$85 per month and house rent, on the ground that it had been found by previous advertising that it impossible to find satisfactory candidates in Wisconsin, and a the ground that Mr. Webster has had technical training and experience in this work, the request of the Commission was a proved under the provisions of paragraph 2, Section 17.

Joseph G. Schauer of Oconto, who took the examination for the position of night watch in the legislature, made appeal for re-raing of his examination papers. The matter was taken under consideration and the papers of Schauer were re-examined and rated.

R. E. Smith of Tomah came to the Commission for re-ratin of his papers written in competitive examination for the position of bookkeeper and journal clerk in the legislature. The matter

was taken under consideration and Mr. Smith's standing on the eligible list was determined, his final rank on the eligible list being No. 14.

The request of C. E. Shaffer, chief clerk of the assembly, for the transfer of C. J. Hartley, a stenographer employed in the Railroad Commission, to the position of stenographer in the assembly, was granted.

The request of F. E. Andrews, chief clerk of the senate, for the transfer of A. W. Galloway, employed as stenographer in the office of the secretary of state, to a position of stenographer in the senate, was granted.

The request of F. E. Andrews, chief clerk of the senate, for the transfer of F. W. Spencer, a stenographer in the employ of the tax commission, to the position of stenographer in the senate, was approved.

The commission adjourned to meet Thursday, the 21st of January.

January 21, 1909.

The Commission met at its offices in the capitol at 9 o'clock a. m. All members present.

The minutes of the previous meeting were read and approved.
The secretary laid before the Commission a suggested bill providing for amedments to the civil service law, and after due con-

sideration the bill in its main features was approved and a resolution was offered to the effect that it is the judgment of the Commission that this measure should become a law.

Upon the invitation of Dr. W. A. Gordon of the Northern Hospital for the insane, the Commission decided to hold its next meeting at the Northern Hospital.

Adjourned to meet at Winnebago, February 11, 1909.

February 11, 1909.

The Commission met at the Northern Hospital at Winnebago at 11 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. Action was taken classifying the position of attendant in hos-

pitals for the insane and feeble minded as non-competitive, the position to be so classified for a period of two years. It is under stood that the Commission will continue to advertise for attendants and to submit to superintendents the names of desirable candidates. This action was taken for the reason that the Commission has not found it possible to procure a sufficient number of satisfactory eligibles by competitive examination owing to the fact that the salaries now paid are not adequate for the services required.

In the matter of the charges filed by M. W. Waite against the commissioner of insurance and the department examiner in the insurance commissioner's office of certain irregularities, the following resolution was adopted:

In view of the fact that the charges filed by M. W. Waite with this Commission on January 3, 1909, have also been filed with the governor and referred by him to the legislature with a recommendation that an investigation be made concerning the matters therein contained,

Resolved, That it is the policy of this Commission not to take any further action in reference to the matter.

The secretary was instructed to make such investigation as may be necessary in order to determine what positions in the department of the state tax commission, now classified as non-competitive, can be restored to the competitive class, and to make report of his finding to the Commission at its next meeting.

The Commission adjourned to meet subject to the call of the president and secretary.

February 25, 1909.

The Commission met at its offices in the capitol at 10 o'clock a.m. Commissioner Gaffron absent.

The secretary was instructed to communicate with the chairman of the legislative investigating committee, advising the committee that it is the opinion of the Commission that employes appointed by this committee must be chosen from eligible lists.

The Commission having advertised examinations for laborers and janitors and having indicated in its circulars the maximum age as 50 years, the question was raised whether the age limits

should apply in case of veterans of the civil war. The chief examiner was instructed to give only such preference as is indicated in the Commission's rule. The former practice of the examiner in marking veterans was approved.

The Commission adjourned to meet subject to the call of the president and secretary.

March 11, 1909.

The Commission met at its offices in the capitol at 2 o'clock p. m. Commissioner Gaffron absent on account of sickness.

A rule classifying positions in the employment of the senatorial legislative investigating committee during the continuance of the present investigation was approved.

The following resolution was adopted:

It having developed in the investigation now being held by a committee of the Wisconsin legislature that certain employes of the state received money from candidates for nomination for the United States senate in the primary election held in the year 1908, and that said employes rendered political service to such candidates endeavoring to secure such nomination.

Resolved, That the secretary of this commission is instructed on or before the close of such investigation to procure from such committee the names of such employes who have so received money and rendered service, and that he report the same to this Commission for such action as may be necessary and proper.

The Commission adjourned to meet on Thursday, March 25th, 1909.

March 25, 1909.

The Commission met at its offices in the capitol at 9 o'clock. All members present.

The minutes of the previous meeting were read and approved.

The request of Congressman Kopp that the Commission give

a competitive examination in the third district to fill the vacancy
in the West Point Military Academy, was considered. The

secretary was given authority to conduct the examination on condition that the expense of the examination be not borne by the state

A general competitive examination was ordered to be held some time during the month of May.

The secretary made a report concerning the work of the office. Commission adjourned.

April 15, 1909.

44.

The Commission met at its offices in the capitol at 10 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved Mr. C. C. Bennett, superintendent of public property, appeare before the Commission to make request for special authority appoint John Anderson to a position as laborer on the ground that Anderson has a special knowledge of the location of water mains, sewers, manholes, etc., about the capitol. The request was denied, but the secretary was instructed to take all necessar, steps to procure a list of men having the requisite qualification and to make certification at the earliest possible date.

Honorable J. D. Beck, commissioner of labor and industrial statistics, appeared before the Commission to request that all positions in the employ of the bureau of labor and industrial statistics, where the salary does not exceed one hundred dollar per annum, in connection with an investigation of economic and other conditions of families of children between the ages of courteen and sixteen at present working in the Wisconsin factories for the support of families, be placed in the non-competitive class. The request was granted and the secretary was instructed to draw up a rule, classifying the above-named positions as non-competitive, to be submitted to the governor for his approval.

The commissioner of labor and industrial statistics also made request that the position of special agent having general charge of the above-named investigation (one position) be classified as non-competitive, it being understood that the compensation shall not exceed one thousand dollars per annum. The request was granted, and the secretary was instructed to draw a rule classifying the position of special agent as non-competitive to be submitted to the governor for his approval.

The Commission adjourned to meet on Thursday, April 29th, 1909.

April 29, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a. m. All members present.

The minutes of the previous meeting were read and approved. It having been represented to the Commission that there is reason to believe that one or more employes in the Capitol have appropriated postage stamps belonging to the state, Commissioner Buell was instructed to take all necessary steps to investigate the matter and, if necessary, to go to Chicago to personally interview mail order departments with whom these employes are reported to have transacted business.

The secretary made report to the Commission concerning the work of the office since the last meeting of the Commission.

The Commission adjourned.

May 20, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

Commissioner Buell made a report of certain investigations made by him into the conduct of certain employes. The report was accepted as a report of progress and Commissioner Buell was authorized to continue his investigations.

The request of Hon. J. D. Beck for authority to make non-competitive appointment of someone competent to act as special agent for the bureau of labor and industrial statistics to conduct an investigation into the health of certain classes of Wisconsin's population in reference to the effect of the use of phosphorus m making matches, the compensation not to exceed \$150 in all, was granted and a rule in accordance with this action was drawn and submitted to the governor for his approval.

W. S. Irvine, sergeant-at-arms, jointly with the committee one employes and expenditures for the assembly, made request in writing that the following promotions be made for the balance of the legislative session:

That C. F. Puls, now acting as post officer messenger, be pro-

moted to the position of postmaster in place of R. W. Chedeceased.

J. A. Jerabeck, a committee messenger, to the position of officer messenger.

Frank J. Rief, committee messenger, to the position of d ment custodian in place of C. E. Nelson, resigned.

Ernest Wright from the position of policeman to the pos of assistant sergeant-at-arms in place of Harry Ross, resig

Harry Benedict from a position as messenger to the pos of policeman.

In view of the fact that these promotions are for a temporariod not exceeding one month, the assignments were appropriately approximately appr

The Commission adjourned to meet Thursday, May 27t 9 o'clock a. m.

May 27, 190

The Commission met at its offices in the Capitol. All men present.

A copy of the evidence given in the senatorial investigatic the legislature was filed with the Commission by the investigation committee. The matter was referred to Commissioner Buell was authorized to make an analysis of all evidence relative violations of the Civil Service law by employes in the service.

The secretary made a report concerning the work of the vious week.

Adjourned to meet Friday, June 4th.

June 4, 19

The Commission met at its offices in the Capitol. Consioner Gaffron absent.

A general competitive examination for the positions of tory inspector, family officer and matron, fireman. super of dairy tests, stenographer, teacher in the penal and charinstitutions, and veterinarian, was ordered to be held on S day, July 17th.

The Commission passed upon the examination requirer

and proposed published information in reference to the above examination.

The secretary made report to the Commission that in the examination held on Saturday, May 29th, for the position of game warden for St. Croix county, three candidates satisfied the requirements for the position of game warden for inland work, but that no candidates satisfied the preliminary requirements laid down by the state game warden at the time request for such examination was made. Final action in reference to the status of these candidates was laid over until the next meeting.

The Commission adjourned subject to the call of the president and secretary.

June 29, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The secretary was instructed to look into the advisability of appointing an additional local examiner for Shawano county in place of Dr. H. W. Partlow, resigned.

The promotion of Wesley M. Ketchum from the position of electrician at \$75 a month, to the position of electrician and engineer at a salary of \$100 per month, was approved, he having passed a satisfactory non-competitive examination.

The period of eligibility of persons on the eligible list for bookkeeper was extended six months.

Authority was granted the state board of health and vital statistics to continue in its employ persons at present employed in that department who up to the present time, have been paid by the federal government, to render service to the state of Wisconsin in copying death certificates issued during the years 1907-8-9, the service to end when the work is finished. A rule classifying these employments as non-competitive was ordered drawn.

The secretary was instructed to report the case of A. W. Gratz to Honorable George Rickeman, state game warden.

The secretary was instructed to give a competitive examination for the position of principal of the boys' industrial school at Waukesha.

Commissioner Gaffron was requested to investigate and report upon the advisability of revising the rules.

The salary of Chief Clerk Frank L. Fawcett was increased from \$1,400 to \$1,800 per annum.

The salary of Henry S. Knight, assistant examiner, was increased from \$1,400 to \$1,800 per annum.

The Commission adjourned to meet Thursday, July 8, 1909.

July 8, 1909.

The Commission met at its offices in the Capitol. All members present.

The minutes of the previous meeting were read and approved. Commissioner C. E. Buell was elected president of the Commission for the ensuing year.

F. E. Doty was re-elected to the office of secretary and chief examiner.

Miss Edna Carroll, one of the three standing highest on the eligible list for the position of stenographer, was appointed for three months' temporary service at a salary of \$60 a month.

The secretary was directed to hold an examination for the position of chief deputy oil inspector.

The secretary was directed to prepare an amendment to the rule relative to competitive examinations for the position of game warden to conform to the provisions of chapter 525, laws of 1909.

The Commission adjourned to meet Thursday, July 22nd.

July 27, 1909.

The Commission met at its office in the Capitol. All members present.

The minutes of the previous meeting were read and approved. In view of the fact that the attorney general had filed a corrected opinion to the effect that it is within the jurisdiction of the commission, under the provisions of section 14, to classify the position of chief deputy oil inspector as exempt, the secretary was directed to comply with the request of the state oil

inspector for a public hearing, and to advertise such hearing to he held on Thursday, August 19th, at 2 o'clock.

The secretary was directed to advise the Capitol commission that it is the wish of the Civil Service Commission that the matter of the classification of the chief engineer be finally determined at its next meeting.

The action of the president and secretary in disapproving the temporary appointment of J. W. Stone to the position of deputy fish and game warden by letter on July 12th was approved.

The secretary was instructed to notify the state game warden that the temporary appointment of G. W. Dartt of Montello to the position of deputy game warden is not approved.

The secretary was further instructed to transmit to the governor and the state game warden the evidence on file in the office of the Civil Service Commission on which the above action is based.

The secretary was instructed to send notices to all persons temporarily appointed to the position of deputy game warden, who have not already satisfied the requirements of a preliminary examination, requiring answers to be filed not later than August 3rd, 1909, and instructing such appointees that failure so to do shall render the office vacant.

The secretary was instructed to refuse to approve the appointment or reinstatement of any person who is known to have violated any of the provisions of the Civil Service law.

The Commission adjourned to meet Saturday August 7, 1909.

August 7, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the preceding meeting were read and approved. The Commission received a request from George II. D. Johnson of the capitol commission for an extension of time in reference to the matter of advertising an examination for position of thief engineer for the Capitol heating plant. The request was granted.

The Commission received a request from the board of control that Miss Mary Howard, at present employed as stenographic clerk with the university extension department, be transferred to the employ of the board of control, to the position of stenographic clerk at a salary of \$800 per annum. The transfer was authorized.

The president and sccretary were authorized to summon by subpoena G. W. Dartt, and any other persons whose testimony may in their judgment be desired, and to examine them in reference to the expense accounts and previous service of G. W. Dartt, deputy game warden at Montello.

The Commission adjourned to meet Thursday, Aug. 19th.

August 19, 1909.

The State Civil Service Commission met at its offices in the capitol at 9 o'clock a. m. All members present.

The minutes of the previous meeting were read and approved. The period of eligibility of names appearing on eligible lists for the positions of veterinarian, clerk, fire marshal, fire marshal with detective ability, fire warden, typewriter clerk, plumber and mechanician was ordered extended six months.

Commissioner C. E. Buell, to whom was referred the testimony of the joint senatorial investigating committee of the legislature of 1909, made a report of the facts disclosed by such testimony so far as it related to Civil Service employes, and also made recommendations as to the action which should be taken by the Commission thereon. On motion, Commissioner Buell's report and recommendations were adopted, and the secretary was instructed to notify the state game warden of such action.

In accordance with published notices, the Commission heard arguments by Messrs. Edward L. Tracy, state oil inspector, Hon. W. J. Ingalls, of Racine, and others, relative to the request of the state oil inspector that the position of chief deputy oil inspector be placed in the exempt class. At the conclusion of the hearing the Commission denied the request, on the ground that there is reason to believe that it was the intent of the legislature that the position be classified as competitive.

Hon. W. J. Ingalls, of Racine, appeared in behalf of the committee on industrial insurance to request authority to appoint P. J. Watrous, of Milwaukee, secretary for such committee at a salary of five dollars per day. Inasmuch as the position is temporary in character, requiring special qualifications, the Commission adopted a rule placing it in the non-competitive class.

Senator Walter Owen, of Maiden Rock, appeared before the Commission in behalf of the joint committee on insurance of bank deposits to request that authority be granted the committee to appoint C. W. Rhodes as its clerk during the investigation at a salary of five dollars per day. Inasmuch as the appointment is temporary, and inasmuch as the work is already under way, and inasmuch as special qualifications are required for the position, the Commission adopted a rule placing the position in the non-competitive class and authorizing the temporary appointment of C. W. Rhodes.

Hen. Allen D. Conover, of the state board of control, appeared to make request that the positions of prison physician and physician for the Green Bay Reformatory be placed in the exempt class. The secretary was directed to notify the board of control that inasmuch as the Commission has no suitable eligible list for the position of head physician, and inasmuch as pressure of work at this time makes it impracticable for the Commission to call a special competitive examination, the state board of control is authorized, under the provisions of section 13, to nominate persons for appointment, subject to the approval of the Commission, by non-competitive examination.

The Commission adjourned to meet Tuesday, August 31st.

August 31, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m., Tuesday, August 31, 1909.

Commissioners Buell, Cunningham and Gaffron were present. The minutes of the previous meeting were read and approved.

Commissioner Cunningham was authorized to inquire into the contract which the Milwaukee normal school has with its engineer and to report his findings.

A request was received from Hon. J. M. True, secretary of the state board of agriculture, for authority to employ fifteen or more clerks for service at the Wisconsin State Fair, under the provisions of paragraph 1 of Section 17, permitting emergency appointments to be made without regard to the rules or the statute, but in no case to continue longer than ten days. On motion the request was granted, it being understood that Secretary True shall furnish to the Civil Service Commission a complete list of persons so employed; it being further understood that persons already in the service of the state shall not be so employed.

The request of Miss Edna Harrison, temporarily employed in the office of the Civil Service Commission, for an increase in salary was denied on the ground that names of persons standing higher on the list were originally passed over in order to find someone willing to accept so low a salary.

The request of the registrar of the University, Mr. W. D. Hiestand, for authority to appoint Miss Leone Spoor, of Oshkosh, to the position of stenographer and statistician, at a salary of \$60 a month, was granted, and to that end a rule was drawn classifying the position of stenographer and statistician in the office of the registrar of the University as non-competitive for a period of one year. This action was not taken until an effort had been made to find some person on the eligible list for the position of stenographer having the requisite qualifications.

The Commission adjourned to meet on the 14th of September.

September 14, 1909.

The Commission met at its offices in the Capitol. All members present.

The minutes of the previous meeting were read and approved. The secretary made report of his conclusions in the examination of G. W. Dartt, of Montello, previously appointed as deputy game warden for Marquette county. On motion of Commissioner Cunningham, the report was adopted and the secretary was directed to send a copy thereof to the state game warden.

A general state competitive examination for the position of deputy game warden was ordered to be held on October 2nd for the purpose of establishing senatorial and state eligible lists.

The period of eligibility of persons on the eligible list for positions as veterinarians and electricians was ordered extended six months.

The request of Hon. J. Q. Emery, state dairy and food commissioner, as outlined in his letter of September 13th, asking for authority to assign Dr. Richard Fisher, at present employed as analytical chemist for the dairy and food commission at a salary of \$1,800 per annum (the position being in the classified service), to the position of assistant chemist at a salary of \$50 per month, was granted.

The secretary was authorized to secure the services of an expert to assist in conducting the examination of candidates for the position of deputy game warden, and to incur an expense therefor not exceeding \$100.

A communication was received from Mr. Harvey Clark, formerly superintendent of the school for the blind, protesting
against the reinstatement by the state board of control of certain persons previously in its employ at the school for the blind,
who had been dismissed for disloyalty by him while acting as
superintendent. An opinion rendered by the attorney general
to the state board of control in reference to reinstatements in
penal and charitable institutions was read in connection with
this matter. Further consideration of the case was laid over
until the next meeting, and the president and secretary were instructed to examine into the law governing reinstatements in
penal and charitable institutions and to make report to the Commission at its next meeting concerning the extent of the jurisdiction of the Commission in reference to it.

A communication was received from L. E. Reber, director of the university extension division, for authority to appoint H. M. Durbrow to a position in the extension division as bookkeeper and assistant instructor in accounting. On motion of Commissioner Gaffron a rule was adopted classifying the position as non-competitive. This action was taken on the ground that the

service to be performed brings the position partly in the classified and partly in the unclassified service.

The Commission adjourned to meet Tuesday, September 28th.

September 28, 1909.

The Commission met at its offices in the Capitol. Commissioner Cunningham absent.

The minutes of the previous meeting were read and approved. It having been reported that Edward L. Tracy, the state oil inspector, has stated that information concerning the nature of examination questions prepared by the Civil Service Commission in a previous examination has reached candidates in advance, the Commission authorized the president and secretary to summon Mr. Tracy to appear before them to be sworn and examined in reference to the information in his possession.

A communication was received from the commissioners of public lands, nominating William H. Bennett, previously employed as assistant chief clerk in the office of the commissioners of public lands at a salary of \$1,600 per annum, for promotion to the position of chief clerk in said office at a salary of \$1,600. In view of the fact that Mr. Bennett during the past year, while acting as assistant chief clerk, has satisfactorily performed the duties of chief clerk, and in view of the fact that the promotion does not involve an increase in compensation, the Commission directed the secretary to notify the Commissioners of public lands that Mr. Bennett is deemed to have satisfied the requirements of a promotional examination and that his appointment to the position of chief clerk is approved.

The Commission received a report from Commissioner Buell concerning certain investigations made by him at Chicago on September 23rd and 24th inquiring concerning the record of certain Civil Service employes.

The Commission adjourned to meet October 21st.

October 21, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. A communication was received from the state oil inspector, Edward L. Tracy, relative to the complaint that information concerning the nature of examination questions prepared by the Civil Service Commission has reached candidates in advance of the examination for which such questions had been prepared. Mr. Tracy stated as follows:

"I was told by a party from up state that a friend of his who had participated in an examination had told him some time ago that the successful candidate in this examination claimed to have received the questions in advance from the local examiner. I have forgotten who told me."

The matter was dismissed.

S. P. Richtman and Gus Kolb, represented by Attorney R. M. Bashford, appeared before the Commission for a rehearing in reference to their eligibility for reinstatement to the position of game warden. Final action in reference to their appeal was postponed to Friday, October 29th.

A request was received from Hon. George II. D. Johnson, representing the Capitol commission, bearing date October 12th, for authority to appoint Mr. John C. White to the position of chief engineer for the capitol heat, light, and power plant. It having been shown that Mr. White possesses exceptional and peculiar qualifications for this work, the request was granted and authority was given to make such appointment under the provisions of section 17, paragraph 2, of the Civil Service law.

A request was received from the board of regents of the University of Wisconsin for authority to appoint Miss Marjorie Schell as stenographer. The request was denied on the ground that while there is at present a suitable eligible list for the position of stenographer, Miss Schell has not obtained a position on such eligible list and is not therefore entitled to certification for such position.

The Commission adjourned to meet Friday, October 29, 1909.

Oct. 30, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. Nels Johnson, having asked and been granted a re-hearing relative to the action of the Commission in refusing to continue him longer upon the eligible list for game warden on account of his participation in the agreement entered into March 10th last at Game Warden Stone's house by which Mr. Johnson and other deputy game wardens were to account for certain moneys used in the primary senatorial campaign in the year 1908, but which moneys such deputy wardens never received, and upon such rehearing it appearing to the satisfaction of the commission by the sworn testimony of Mr. Johnson, the affidavits of several creditable witnesses, and the statement of the attorney general, that immediately upon Mr. Stone's testifying that he had paid Mr. Johnson this money that Mr. Johnson informed the attorney general and several other persons that he had received no money from Mr. Stone, and that unless Mr. Stone corrected the statement he. Johnson, would go upon the stand and correct the same, and that when he, Johnson, did go upon the stand he toid the truth in reference to the matter; and it further appearing from the original testimony and such subsequent investigation that Mr. Johnson did not know of the purpose of such meeting at Stone's house; that he never affirmatively agreed to account for any of this money or that Stone should testify falsely in reference thereto; and it further appearing that Mr. Johnson centributed nothing to any political campaign and received no money to be used for a political purpose and that he performed no political service while a game warden; and it further appearing that Mr. Johnson has always been a most efficient and trustworthy officer, the Commission reconsidered its former action in striking Mr. Johnson from the eligible list of game wardens and replaced his name upon such list of persons eligible for reinstatement. (Commissioner Cunningham voted "no.")

S. P. Richtman, having asked and been granted a rehearing relative to the action of the Commission in refusing to continue him longer on the eligible list for game warden on account of

his participation in the agreement entered into March 10th last at Game Warden Stone's house by which Mr. Richtman and other deputy game wardens were to account for certain moneys used in the primary senatorial campaign in the year 1908, but which moneys such deputy wardens never received, and upon such rehearing, it appearing to the satisfaction of a majority of the commissioners that Mr. Richtman did not come to Madison for the purpose of attending the meeting at the house of Mr. Stone, and that he had no clear idea of the purpose of the meeting until he went to Stone's house, and that his consent to stand for \$100 of the \$500 was reluctantly given; it furthermore appearing that he had always rendered efficient and faithful service, and it being the opinion of the commissioners that while it would have been far better for him to have shown the courage and honor to say "no" when approached on the subject, nevertheless, he was placed in a most trying position (one that was a supreme test of manhood) and should not be held too strictly accountable for the acts of his superior; his name was placed on the list of eligibles for reinstatement to the position of deputy game warden, Commissioner Buell voting "no."

In the case of the appeal of Gus Kolb of Hillsboro to have his name placed on the list of persons eligible for reinstatement, the secretary was directed to place his name on said list in the event that in the opinion of the attorney general he has not violated the provisions of section 29 of the Civil Service law.

The secretary was directed to inquire into the arrangement which the Milwaukee Normal School has with its janitors to camploy and reimburse assistant janitors and laborers, and to make a report thereon at the next meeting.

The Commission adjourned to meet Saturday, November 13, 1909.

November 13, 1909.

The Commission met at its offices in the Capitol at 10 o'clock a m. All members present.

The minutes of the previous meeting were read and approved.

The secretary was instructed to refuse to certify to the name of A. W. Gratz, for services as game warden during the months

of July and August for reasons previously filed with the state game warden.

The request of Prof. F. W. Woll of the University, in charge of dairy tests, for authority to appoint persons employed by the Wisconsin State Dairymen's Association to conduct official tests of pure bred cows, to render similar occasional service to the state, was granted and the secretary was instructed to draw a rule to conform to the action of the Commission to be presented at its next meeting.

A request was received from the regents of the University that the position of University photographer be placed in the exempt class. This request was referred to the secretary for investigation with instructions to report at the next meeting of the Commission.

The secretary was authorized to cooperate with the Milwaukee Civil Service Commission with a view to erecting bulletin boards in the city of Milwaukee to be used jointly in advertising Civil Service examinations.

Commission adjourned to meet November 23, 1909.

November 23, 1909.

The Commission met at its offices in the Capitol. All members present.

Complaints having been made concerning the conduct of J. C. Bridge, stationed by the superintendent of public property in the offices of the Civil Service Commission, Commissioner Buell and the secretary were directed to investigate into the charges, and, if necessary, to subpoena witnesses, and to report their findings to the Commission and to the superintendent of public property.

President C. E. Buell and Secretary F. E. Doty were appointed delegates to attend a meeting of the national Civil Service reform league at New York City on December 9th and 10th.

F. W. Schell a former attendant in the hospital for the insane at Mendota, having made written complaint concerning the administration of the Civil Service law, the secretary was directed to invite him to appear before the Commission at its meeting on

December 3rd and to lay before it any facts in his possession relative to irregularities coming within its jurisdiction.

A letter having been received from Hon. J. A. McConnell of La Crosse relative to the case of George Kingsley, a former game warden, the secretary was instructed to advise Mr. McConnell that Mr. Richtman asked for and obtained a re-hearing in reference to the action of the Commission in refusing to continue his name on the eligible list; that upon such re-hearing, for reasons satisfactory to a majority of the Commission, Mr. Richtman's name was replaced upon the eligible list, and that the same procedure must apply in the case of Mr. Kingsley, viz., his name could not be replaced upon such list without a re-hearing and finding by the Commission that its former action should be revoked.

December 3, 1909.

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The president and secretary made a report to the Commission of an investigation made into the conduct of J. C. Bridge, a janitor employed in the Capitol, and of their action in reporting their findings to the superintendent of public property.

A letter was received from F. W. Schell to the effect that it was not his wish to appear before the Commission to give testimony as requested. The matter was therefore dismissed.

A letter having been received from C. S. Little, a former deputy game warden, in which he expressed the wish to appear before the Commission to be heard relative to his separation from the service. Commissioner Buell was authorized to ascertain the present status of C. S. Little, and also to ascertain the jurisdiction of the Commission in the matter of his appeal, and to report his findings to the Commission at its next meeting.

A request having been received from the University that the position of University photographer be placed in the exempt class, and a communication in connection with this request having been received from Secretary M. E. McCaffrey of the Board of Regents of the University to the effect that the duties of the University photographer are of a scientific and instructional

character, the request was dismissed on the ground that the Commission finds that the position is classified under the provisions of section 8 of the Civil Service law as of the unclassified service.

The request of Hon. Frank L. Gilbert, attorney general, for authority to transfer Miss Evelyn Schuckhardt, a stenographer in the employ of the railroad commission at a salary of fifty dollars a month, to the position of clerk and stenographer in the office of the attorney general at a salary of one hundred dollars per month, was denied on the ground that it is not the policy of the Commission to authorize any transfer involving a promotion of any person who has received an appointment from an eligible list still in force where three or more persons standing higher on the same list have not previously received an appointment.

The salary of Henry S. Knight, assistant examiner in the office of the Civil Service Commission, was placed at eighteen hundred dollars (\$1,800) per annum, to take effect January 1, 1910.

The secretary was instructed to notify President Cotton of the La Crosse Normal school and President Keith of the Oshkosh Normal school that the Commission finds that the present eligible list for stenographers is not a suitable list from which to make a certification for the position of stenographer for the normal school, and that the presidents of these schools may make appointments to such positions under the provision of section 17, paragraph 1, until a suitable eligible list can be prepared.

Commission adjourned to meet December 21, 1909.

December 21, 1909.

The Commission met at its offices in the Capitol. Commissioner Gaffron absent.

The minutes of the previous meeting were read and approved. An oral request was received from the attorney general for authority to transfer William F. Bart from a position as clerk in the office of the state board of control at a salary of \$75 per month, to a position in the office of the attorney general at a salary of \$100 per month. The request was denied on the ground that it is not the policy of the Commission to authorize a

transfer involving a promotion when the Commission has an eligible list for the position.

President Buell was authorized to investigate and report concerning the classification by law of the position of revisor of the statutes, and all subordinate positions in the department of the revisor of the statutes as provided for in chapter 549 of the laws of 1909.

Commission adjourned to meet Wednesday, December 29th.

December 29, 1909,

The Commission met at its offices in the Capitol at 9 o'clock a.m. All members present.

The minutes of the previous meeting were read and approved. President Buell made report to the effect that the position of revisor of the statutes, and all subordinate positions in the department of the revisor of statutes, as provided for in chapter 547 of the laws of 1909, are placed by law in the exempt class. The report was adopted.

A request was received from Secretary Thwaites of the Wisconsin history commission, acting under the provisions of chapter 445, laws of 1909, for authority to appoint three senior students in the university, selected because of special aptitude in western history, to prepare theses on some topic connected with civil war history, and in addition thereto, to index material bearing upon the history of the war in the archives of the state, the compensation of each to be two hundred fifty dollars (\$250) for the year. In accordance with the request of the Wisconsin history commission, a rule was adopted, subject to the approval of the governor, placing these positions in the non-competitive class until July 1, 1910, (Commissioner Cunningham voting "no.")

A communication was received from the superintendent of public property, jointly with the secretary of the Capitol commission, to the effect that persons certified from the list of eligibles for the position of laborer in the Capitol, do not possess suitable qualifications for the position of helper in the new heating plant, and making request that a special competitive examination be given for these positions. The request was denied, it

appearing from a personal conference with the chief engineer that persons now on our eligible list possess the qualifications necessary to fill the position.

A request was received from C. S. Little, a former deputy game warden at Stanley, for a hearing in reference to his separation from the service and his present status. The secretary was directed to advise Mr. Little to put his complaint in writing in a definite and specific way prior to any further action of the commission.

A communication bearing date December 24th was received from Dr. C. R. Bardeen of the University asking that authority be granted the Board of Regents to employ a designated person to act as assistant to the professor of clinical medicine and medical adviser to students, on the ground that such assistant must be competent to conduct clinical laboratory tests as well as to keep records, the salary to be not to exceed \$60 a month. The request was denied, the Commission being of the opinion that the position should be filled by competition, if possible. (Commissioner Gaffron voting "aye.")

The secretary was authorized to employ Miss Theda Carter, whose name appears third on the eligible list for the position of general clerk, at a salary of fifty dollars a month.

Attorney Emerson Ela, representing Robert Kerr, R. J. Neckerman, Clayton Haswell, and several other Wisconsin merchants, appeared before the Commission to file charges against Miss E. Fewson, purchasing agent for the University, and to request an investigation into her conduct of the office of the purchasing department. Under authority of section 7, paragraph 3 of the Civil Service law, the Commission ordered that a copy of the complaint be served upon Miss Fewson on or before December 31, 1909; that she be given until January 10, 1910, to file her answer thereto, and that Wednesday, January 26th be fixed as the day for such hearing.

Commissioner Buell was authorized to make an investigation into the complaint made by Tony Mauer of Milwaukee, relative to the employment and conduct of certain deputy game wardens in Milwaukee.

Commission adjourned to meet Friday, January 14, 1910.

January 14, 1910.

The Commission met at its offices in the Capitol at 9 o'clock a.m. Commissioner Gaffron absent.

The minutes of the previous meeting were read and approved. President Buell reported to the Commission that a preliminary investigation had been made into the complaint made by Tony Mauer of Milwaukee relative to the employment and conduct of certain deputy game wardens of Milwaukee county, and the secretary was instructed to refer the evidence taken in the case to the state game warden.

Upon request of Emerson Ela, representing certain Wisconsin merchants who have asked for an investigation into the employment and conduct of Miss E. Fewson, purchasing agent for the University, the time set for such investigation was postponed from January 26th to February 2nd.

A petition having been received from Mr. C. S. Little of Stanley, a former deputy game warden, in which it is alleged that Mr. Little is a duly qualified game warden under the provisions of the Civil Service law; that upon the expiration of his commission on July 1, 1905, he was then given a temporary appointment for sixty days, under the provisions of section 17, paragraph 1, of the Civil Service law; that upon the expiration of the said sixty days he was again appointed for sixty days, under the provisions of said section 17, paragraph 1, of the Civil Service law; and in which it is further alleged that the petitioner has been unlawfully removed; the secretary was instructed to procure from the attorney general his opinion as to the legality and effect of the second temporary appointment of C. S. Little.

The Capitol commission again made request that a special examination be held for the position of helper at the heating plant of the Capitol, the salary being \$60 per month. The request was again denied, the present eligible list for the position of laborer at the capitol being deemed a suitable eligible list for the position of helper at the heating plant.

The state treasurer, Hon. A. H. Dahl, appeared before the Commission to request a hearing to consider his request that the position of night watch in the office of the state treasurer be

classified as exempt. The secretary was directed to advertise a hearing to be given at the Capitol on the 26th of January.

The chief clerk was directed to take the necessary steps to procure authority to act as notary public, it being understood that all service rendered by him to the public as notary public shall be gratis, and that the expense shall be borne by the commission.

The period of eligibility of all persons on legislative lists was extended six months.

The period of eligibility for the position of bookkeeper was extended six months.

The Commission adjourned to meet on January 26, 1910.

January 26, 1910.

The Commission met at its offices in the Capitol at 2 o'clock p.m. All members present.

The minutes of the previous meeting were read and approved. The state treasurer, Hon. A. H. Dahl, appeared before the Commission to make request that the position of night watchman in the office of the state treasurer be placed in the exempt class. Arguments were presented by Mr. Dahl in person in favor of such action. Letters were read from the secretary of the Wisconsin Civil Service League and from Glenway Maxon, a member of the Wisconsin Civil Service League, protesting against placing the position in the exempt class. At the conclusion of the hearing action was deferred.

Upon request of the resident regent, C. H. Crownhart of Superior, the transfer of Miss Helen Hill from a position as clerk and stenographer at the La Crosse Normal School, to a position as clerk and stenographer at the Superior Normal School was approved.

The Commission adjourned to meet Wednesday, February 2nd.

February 9, 1910.

The State Civil Service Commission met at its offices in the capitol on Wednesday, February 9th, at 9 o'clock A. M. Commissioners Buell, Gaffron and Cunningham present.

A request was received from Hon. J. D. Beck, commissioner of labor and industrial statistics, for authority to transfer G. W. Blanchard, a statistical clerk employed in the department of the State Railroad Commission at a salary of \$55 per month for half time, to a similar position in the office of the bureau of labor and industrial statistics. The request was granted, it being understood that the transfer is for temporary service, and that the compensation shall not exceed that paid by the Railroad Commission.

C. S. Little, a former deputy game warden at Stanley, having made petition for a hearing relative to the causes for his separation from the service of his present status, and he having been directed to appear before the Commission to testify in relation to the matter, he was examined under oath and a transcript of the testimony taken was ordered made. The president and secretary of the Commission were authorized to go to Stanley to take testimony of persons named by Mr. Little in his complaint against the state game warden and to make report of their findings to the Commission at its next meeting.

By a unanimous vote, the request of Hon. A. H. Dahl that the position of night watch in the office of the state treasurer be placed in the exempt class, was denied.

Evidence having been placed in the hands of the Commission to the effect that a deputy game warden in Milwaukee county procured his original appointment under the provisions of the civil service law and of the fish and game laws by representing that he was at the time of his appointment a resident of the senatorial district from which he was appointed, and to the effect that shortly prior to his appointment he had been a resident of another senatorial district, and that within three weeks after his appointment he again took up his former residence, the secretary was directed to procure an opinion from the attorney general relative to the legality of his appointment and present tenure.

At the request of the attorneys for Miss Edna Fewson, consideration of the complaint of certain Madison merchants relative to the conduct and efficiency of Miss Fewson was postponed.

The Commission adjourned to meet subject to the call of the president and secretary.

March 15, 1910

The Commission met at its offices in the capitol at 2 o'clock M. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and appro In the case of Conard F. Asmuth, certified by the state governed as the eighth senatorial district appointee, the secret placed before the Commission testimony given under oath by Asmuth relative to his place of residence and reported that the being some doubt as to the legality of his appointment as eighth senatorial district appointee, the claims of Conrad Asmuth for services have not been certified. Affidavits related to his legal residence were filed with the Commission by Con F. Asmuth in person. The Commission authorized the secret to certify to the claims of Conrad F. Asmuth pending the preration of a suitable eligible list for the eighth senatorial dist and postponed further consideration of the question of resideration

Some question having been raised as to his place of reside in the case of Val Raeth, certified by the state game warder the seventh senatorial district deputy warden, the secretary ported that certification of his claim for services has been refu pending a determination of the legality of his appointment. secretary was authorized to certify to the claim of Val Ra there being no conclusive evidence that he is not a legal resid of the seventh senatorial district.

The period of eligibility of persons eligible for the position janitor and creamery inspector was extended six months.

A complaint was received from Charles N. Dunham, who appointed chief deputy oil inspector and who was separated from the service at the conclusion of a probationary period three months, to the effect that on November 23, 1909, he shown into the private office of the state oil inspector and du the conversation that ensued the state oil inspector asked Dunham, "What are your politics?" The affiant expressed prise at that having any bearing on the case and the state oil spector replied, "Politics count in this job." In the absence any supporting evidence to warrant further investigation, complaint was dismissed.

The salary of Frank L. Fawcett, chief clerk in the office of

Civil Service Commission, was increased to \$1,900 per annum, to take effect on the first of April 1910, it being understood that Mr. Fawcett is to devote his entire time to the work of the office.

A request was received from Secretary True, of the state board of agriculture, for authority to transfer Miss Theda Carter, now employed as clerk in the office of the Civil Service Commission at a salary of \$50 a month, to a similar clerical position in the office of the state board of agriculture at a salary of \$60 a month. The request was denied.

The salary of Miss Theda Carter, clerk in the office of the Civil Service Commission was increased from \$50 to \$60 per month, to take effect May 1, 1910.

The secretary was authorized to arrange with Mr. Henry Schrieber, in charge of the state labor bureau at Oshkosh, to act as local registration officer for the Commission for state institutions in Winnebago county.

A hearing of the Fewson case was ordered to be given on March 22nd at 9 o'clock A. M.

The Commission adjourned to meet Thursday, March 22nd.

March 22nd, 1910.

The Commission met at its offices in the capitol. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approved. Arguments were presented by Mr. Emerson Ela, in behalf of certain Madison merchants, and by Mr. H. L. Butler, in behalf of Miss E. Fewson, relative to the jurisdiction of the Civil Service Commission to investigate into her conduct and efficiency as purchasing agent at the university. At the conclusion of the hearing the secretary was instructed to procure from the attorney general an opinion upon the following questions:

1. Authority having been given by the Civil Service Commission to the board of regents to make an appointment, under Section 17. paragraph 2, of the Civil Service law, of a designated person of high and recognized attainments, to the position of purchasing agent in the university, may the Commission now require the board of regents to appoint a purchasing agent from

an eligible list procured by a competitive examination, at thereby terminate the employment of the present incumbent?

2. In the event that the Commission finds that the person appointed under the provision of section 17, paragraph 2, did appossess the high and recognized attainments of a professional asscientific nature, as provided for in the above named section, it now within the jurisdiction of the Civil Service Commission to rescind its previous order authorizing such appointment?

Further consideration of the matter was postponed.

The Commission amended Rule II, Section 3, paragraph of civil service rules so as to read:

"Bona fide students employed in the University for a temporary, occasional or intermittent service at a compensation of n to exceed \$25.00 during any month while the University is session or of \$50.00 a month during vacation time."

To be forwarded to the governor for his approval.

The Commission adjourned to meet Thursday, March 31st.

April 7, 1910.

The commission met at its offices in the capitol. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approve A request was received from the state forester for authori to appoint two federal employes for a period not to exceed the months, under an agreement entered into with the federal government by which the federal government bears one-half of t expense of an investigation to be made into the present syste of taxing timber lands in Wisconsin. The request was denic Commissioner Gaffron voting "aye."

The secretary was instructed to visit the offices of the Illin-Civil Service Commission at Springfield and make an investigation into the methods employed by such Commission to examinand procure satisfactory candidates for employment in penal a charitable institutions, and to make report of his findings for 1 benefit of the Wisconsin Commission.

Consideration of all other matters pending before the Commision was deferred.

The Commission adjourned to meet Thursday, April 14th.

April 14, 1910

The Commission met at its office in the capitol. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approved. It having become evident that the commission is not likely to receive a sufficient number of applicants for May examination, the secretary was instructed to advertise in a few of the daily papers in the large cities.

Subject to the approval of the governor, Commissioner Cunningham was appointed a delegate to the meeting of the National Assembly of Civil Service Commissioners, to be held at Albany, N. Y. June 2nd.

A request was received from the capitol commission for authority to assign Arthur N. Glidden and Herbert R. Dorman, engineers at the capitol at a salary of \$1,000, to positions as engineers at the capitol heating plant at a salary each of \$1,200 per annum. The request was approved, subject to the promotion rules. The secretary was instructed to take steps to carry out the provisions of the promotion rule in this instance.

The secretary was instructed to visit the home for the feeble minded at Chippewa Falls, to meet all employes in that institution and ascertain their status, to check their names with the roster and to ascertain the character of their duties.

Hon. George H. D. Johnson, of the capitol commission, together with the superintendent of public property, Mr. C. C. Bennett, and the secretary of the capitol commission, Mr. Lew F. Porter, appeared before the Commission to ask for authority to continue to employ Newton A. Bennett as a helper at the heating plant, the salary being \$60 a month. Mr. Newton Bennett having been temporarily employed for two months under the provisions of Section 17, and having later been continued in the service for two months, the secretary having refused to certify his name to the secretary of state as entitled to compensation, names of persons competent to perform the duties of helper at the heating plant having been duly certified to the Capitol commission, the request was denied.

The Commission adjourned to meet Thursday, April 28th.

April 29, 1910.

The Commission met at its offices. Commissioner Buell absent. The request of the state game warden that the secretary be authorized by the Commission to certify to the name of Edward Fess as entitled to compensation as a deputy game warden for the month of November, 1909, was denied on the ground that Edward Fess was appointed under the provisions of section 17 paragraph 1, in the absence of an eligible list, on August 28, 1909; that on October 20th an eligible list was prepared and certification duly made to the state game warden; that the continuance of Mr. Fess for the third month was not in accordance with the provision of the Civil Service Law.

The secretary presented the request of Mr. C. C. Bennett, the superintendent of public property, that the secretary be authorized to certify to the name of Newton Bennett as entitled to compensation for the month of March. Action on the request was postponed.

The names of William and Charles Burgess were dropped from the eligible list under the provisions of section 11, paragraph 5, of the Civil Service law, which reads, "The Commission may refuse . . . to certify an eligible who . . . has been dismissed from the public service for deliquency or misconduct."

The period of eligibility of persons eligible for the position of fire warden was extended pending the preparation of an eligible list, but for a period not in any event to exceed six months.

The Commission adjourned to meet May 5th, 1910.

May 5, 1910.

The Commission met at its offices in the Capitol. Commissioner Buell absent.

The minutes of the previous meeting were read and approved. Commissioner Gaffron was authorized to attend the examination to be held at Milwaukee on May 7th, to assist in conducting the oral examination.

On representation of the superintendent of the University heating plant, Mr. J. P. Smith, the secretary was instructed to

withdraw certification of names of firemen on the eligible list for the position of fireman, and to prepare a separate eligible list for this position, on the ground that the duties and responsibilities of the position of fireman in the University heating plant are not adequately met by the previous examination requirements for the position of fireman.

The Commission adjourned to meet at Chippewa Falls on Thursday, May 12th.

May 12, 1910.

The Commission met at the Athearn Hotel. Commissioners Gaffron and Cunningham present.

The minutes of the previous meeting were read and approved. The secretary was instructed to ascertain whether the position of assistant photographer at the University is classified by law as of the unclassified service. And in the event that it is in the classified service, to hold a competitive examination to fill the position of assistant photographer at a salary of \$60 per month.

A request having been received from the industrial school for girls in Milwaukee for certification of names from which to select a sewing teacher at a salary of \$40 per month, the secretary was instructed to advise the superintendent of the school that the Commission has no eligible list and that it is deemed inexpedient at this time to hold a competitive examination and that the superintendent may nominate someone to the Commission, under the provisions of section 13 of the Civil Service law, for non-competitive examination.

The Commission adjourned to meet at Madison on Thursday, May 19th.



PART III.

Statistics of Examinations.

Appointments, Removals, Reinstatements and Promotions.

STATISTICS OF EXAMINATIONS.

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908—JULY, 1910.

Date exam tio	ina-	Kind of examination.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.	Number appointed.
100							1	
July	14	Messenger, railroad commission	17	13	n	2	ا ا	3
July	14	Matron, Mendota	33	33	í 10	23	ŏ	ĭ
July	29	Messenger, local	4	4	4	-0	0	9
Aug.	1	Head engineer	30	25	. 8	17	0	3
Aug.	1	Mechanician	11	.0		5	0	0
Aug.	1	Teacher—guard	16 55	15 47	10	9 87	0.	# 1
AUE.	î	Head electrician	19	17	7	10	0,	\$
Aug.	10	Kindergarten teacher	6	-6	2	- 4	1 6	ž
Aug.	10	Primary teacher	- 6	- 6	4	2	0	ī
Aug.	15	Game warden, Dane county	7	4	3	1.4	0	1
Aug.	24	Stenographer	101	84	88	51	0	22
Sept. Sept.	12 19	Messenger, local	19	18	14	4 3	0	4 0
Sept.	28	Game warden, Ashland county	5	5	2	8	ŏ	ï
Sept.	26	Fire marshal	46	41	13	28	ŏ	î
Sept.	26	Fire marshal, with detective ability	45	41	- 5	36	Ó	ī
Sept.	26	General clerk	220	220	71	149	0	16
Sept.	26	Olerk, statistical	22	22	8	.14	0	2
Sept. Sept.	26 26	Olerk, copying Olerk, apprentice	220 220	220 220	58 25	162 105	0	11
Sept.	29	Supervisor of dairy tests	8	8	7	1	, ,	3
Sept.	26	Assistant physician	2	2	2	ō	0	ö
Oct.	10	Attendant	18	18	16	0	2	10
Oct.	14	Manual training teacher	1	- 1		.0	0	.1
Dec. Dec.	5	Stenographer Legislative night-watch—police	140	124	68	58	0	38
Dec.	5	Legislative postoffice messenger	107	108	33 17	71 94	36	2 7
Dec.	5	Legislative proofreader	30	250	22	17		÷
Dec.	Б	Legislative postmaster	51	-51	7	44	0 '	2
Dec.	- 5	Legislative assistant sergeant-at-arms.	-87	-63	28	39	1	2
Dec.	5	Legislative bookkeeper and journal clerk	-62	68	16	42	0 1	12
Dec. Dec.	5	Pamily officer and matron	8	.8 32	16	- 6 15	1 1	j
Dec.	5	Legislative night laborer	28	38	13	12	1 1	3
Dec.	5	Legislative index clerk	2.5	23	- 6	17	ô.	
Dec.	5	Attendant	80	:80	27	Ô	3	18
Dec.	5	Messenger, legislative	157	347	52	94	1.	30
Dec.	.5	Attendant	D	- 9	- 6	0	. a i	4
Dec. Dec.	19	Assistant physician Rural school inspector	-6 88	36	25 25	2 11	0 0 1	0
Dec.	23	Messenger, local	3	9	5	- 4	, 61	1 2
100							. (
Jon.		Game warden		10	3	7	0	1
Feb.	27	Assistant engineer	66	80	200	39	1.	9
Feb.	27	Gourd	108	82	\$2	34	16 i	14

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910-Continued.

Date exam tlo	les-	Eind of examination.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.	Number appointed.
290	. '	'						
Peb.	27	Cheese Factory Inspector	87	33	6	26	1	1
Peb. Peb.	27	Janitor	78	78	31	47	0	9
Peh.	27 27	Laborer, capitol	48	48 13	29- 3	19	0	6 2
Feb.	27	Farm superintendent	14 28	28	10	18	ŏ	2
Peb.	27	Painter	18	12	-5	9	, ō	1
Peb. Nay	27	Elevatorman .	29	28	4	18	1	1
May	6	Janitor, Superior normal	8	8	6	0	2	1 2
July	7	Principal Industrial school	19	17	8	9	ó	î
July	17	Manual training teacher	1	1		0	0	1
1074	17	Teacher primary	12	10	1 2 8	8	0	1
July	17 17	Grade teacher Teacher Industrial school	15 7	15 7	3	7	0	0
July	17	Fireman	16	13	9	- 4	ő	2
July	17	Stenographer	74	67	85	31	ĭ	19
July July	17	Teacher, weaving		1	j	0	0	0
July	17 17	Teacher, vocal music Teacher, domestic science	1 1	1	1	0	0	0
July	17	Assistant veterinarian	8	Ė	6	9	ŏ	3
July	17	Teacher, piano	8	3	2	ī	Ŏ	0
Jely	19	Ohlef engineer	11	11	3	8	0	4
Jely	19 21	Assistant engineer	28	24	13	11 0	0	1
ADE.	24	Attendant Janitor, Whitewater normal	10 6	30 6	8 5	1	2	1
Ang.	81	Attendant	13	18	9	ô	4	4
Sept.		Messenger, local	10	10	8	2	0	5
Sept. Oct.	20	Attendant	93	81	3 28	0 59	1	2 0
Oet.	- 2	Pactory inspector Assistant carpenter	17	14	9	ae 5	ő	3
Oct.	2	Head carpenter	12	12	5	7	ö	ĭ
Oet.	2	Attendants	14	14	13	1	0	4
Oet. Oet.	2	Head nurse	4	4	9	12 15	0	0 5
Oet.	2	Guards	32 84	27 26	8 16	10	0	n A
Oct.	3	Game wardens, state at large	263	220	102	124	8	20
Oet.	2	Primary Teacher	9	8	4	2	2	0
Oet.	2	Architectural draughtsman		.2		Ō	0	2
Oet.	2	Pamily officer and matron. Chief deputy off inspector		10 42	14	6 28	2	2
Oet.	-	Expert electrician, fire marshal	19	17	- 3	14	ň	
Ort.	2	Officer and teacher,	Б	4	2	2	0	1
fire	4	Supervisor of dairy tests	3	8	4	-0	0	
Oet.	2	Obemist	3	2	2	0	0	1
flet	10			4	8		0	1 8
Own	141	Game warden, Dist, No. 3	3	3	î	2	ő	0
fort.	10	Game warden, Dist. No. 4.	9	ń	4	Б	ń.	0
Cher.	10	Game warden, Dist. No. 5	7	Ķ	3	2	0	1
riet	70 10	Game warden Dist, No. 6	8	3	*	1	0	1
Clet	10	Game warden, Dist. No. 7		2	i	i	ŏ	î
Ope	70	Game warden, Dist. No. 9		G)	3	6	Ü	100000000000000000000000000000000000000
Det	10	Game warden, Diet, No. 10	4.7	**	3	- 1	9	2
f jed Filet	717	Game warden, Dist. No. 11	11 11	10	8 8	4 2	0	•
fact	10	Game warden, Dist. No. 12.	б	- 3		3	ö	1
fire,	10	Game warden, Dist. No. 14	Ð	5	0	5	9	0
Ge).	10	Game warden, Dist. No. 15	1	1	1	0	Q	0

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910-Continu

				_	_			_
Date exam tion	ine-	Elad of examination.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.	Number
190)			
Oct. Oct. Oct. Oct. Oct. Oct. Oct. Oct.	10 10 10 10 10 10 10 10 10 10 10 10 10 1	Game warden, Dist. No. 16. Game warden, Dist. No. 17. Game warden, Dist. No. 16. Game warden, Dist. No. 19. Game warden, Dist. No. 20. Game warden, Dist. No. 21. Game warden, Dist. No. 22. Game warden, Dist. No. 25. Game warden, Dist. No. 25. Game warden, Dist. No. 26. Game warden, Dist. No. 26. Game warden, Dist. No. 27. Game warden, Dist. No. 28. Game warden, Dist. No. 29. Game warden, Dist. No. 30. Game warden, Dist. No. 30. Game warden, Dist. No. 31. Game warden, Dist. No. 32. Game warden, Dist. No. 32. Game warden, Dist. No. 33. Messenger, local Oil inspector, Dist. No. 10. Messenger Attendant Oil inspector, Dist. No. 10. Attendant	14 10 5 4 9 8 10 14 6 7 17 8 8 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	6 8 6 14 8 8 4 6 6 16 7	*54419381519864998746154876	585886108061-914331-42810800	000000000000000000000000000000000000000	1
Dec. Jan. Jan. Jan. Jan. Jan. Jan. Jan. Jan	15 15 15 15 15 15 15 15 15 15 15 15 15 1	Attendant Mechanician Tailor Assistant physician Cruiser, Florence sounty Janitor Elevatorman Supervisor of Dairy tests Attendant Special agent Guard Farm foreman, special Oil inspector, Dist. No. 2 Oil inspector, Dist. No. 8. Oil inspector, Dist. No. 9. Oil inspector, Dist. No. 30 Oil inspector, Dist. No. 31 Oil inspector, Dist. No. 32 Oil inspector, Dist. No. 32 Oil inspector (special), Dist. No. 49. Oil inspector (special), Dist. No. 52. Oil inspector (special), Dist. No. 53. Oil inspector (special), Dist. No. 54. Oil inspector (special), Dist. No. 54. Oil inspector (special), Dist. No. 54. Oil inspector (special), Dist. No. 57. Oil inspector (special), Dist. No. 58. Nurse Painter Family officer and matron Teacher—guard Steam fitter Plumber	31 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 21 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	15 3 1 1 1 1 1 4 5 20 19 16 8 2 2 3 3	0000048840388761000111201133202		

DPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910-Continued.

Kind of examination.	Number applied.	Number ex amined.	Namber passed.	Number falled.	Number rejected.	Mumber appointed.
Pireman - Pypewriter clerk Jeneral clerk Stenographer—clerk (same as ateno.)	28 52 199	23 41 177	12 27 72	10 14 104	1 0 1	4 1 16
Messenger Attendant Steasenger Store room assistant Stead cook Attendant Attendant Attendant Family officer and matron Jarpenter Pallor Attendant Hessenger Attendant Jame warden (special), Dist. No. 34 Jame warden (special), Dist. No. 34 Jame warden (special), Dist. No. 36 Attendant Messenger Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant Messenger Attendant At	18 00 0 10 11 4 5 7 7 23 8 6 5 5 5 9 26 11 18 9 1 4 3 6 6 6 7 7 10 11 18 5 3 1 6 8 4 5 6 6 7 7 10 11 18 5 10 6 7 7 10 11 18 6 7 7 10 11 18 6 7 10 11 18 18 18 18 18 18 18 18 18 18 18 18	18 00 9 10 14 1 5 20 6 5 11 12 8 10 5 6 5 2 2 1 9 3 8 3 6 5 5 10 0 18 5 5 6 8 19 1 3 8 4 5 10 5 7 10	\$4.007.000.25.00.000.000.000.000.000.000.000.0	10000051100102502201000010002257014384380400113201000	040800000000000000000000000000000000000	89813901915051710411001224268882607410012090401401000621

LIST OF OPEN COMPETITIVE EXAMINATIONS, JULY, 1908-JULY, 1910—Continued.

Date of examination.	Kind of examination.	Number applied.	Number examined.	Number passed.	Number failed.	Number rejected.	Number appointed.
1910. May 14 May 19 May 24 May 26 May 26 May 26 June 4 June 13 June 13 June 22 June 24 July 9 July 9 July 9	Messenger Attendant Attendant Clerk (promotional), tax commission. Clerk (promotional), university. Painter Oil inspector (special), Dist. No. 28. Oil inspector (special), Dist. No. 13. Attendant Engineer (promotional), university. Attendant Attendant Oil inspector (special), Dist. No. 52. Oil inspector (special), Dist. No. 64. Total	3 3 6 1 2 6 8 7 9 1 8 10 4 7	3 3 6 1 2 6 3 5 9 1 8 10 4 7	2 3 4 1 2 5 1 3 6 1 6 8 3 5	1 0 0 0 1 2 2 0 0 0 1 2 2 2	0 0 2 0 0 0 0 0 3 0 2 2 2 0 0	1 1 8 1 2 0 0 0 4 1 3 7 0 1

⁸⁹ per cent of applicants passed; 61 per cent of applicants failed; 32.81 per cent on applicants were appointed.

NUMBER OF PERSONS IN THE STATE SERVICE, CLASSIFIED AND UNCLASSIFIED.

Department.		Classified.					
	Exempt.	Competitive.	Non-com- petitive.	Labor.	fled.		
ttorney General anking Recutive	· • • , • • • • • • • • • •	5			1 8		
oard of Control	2 2 2	11 20 4			5 5 1 3		
oregry Commission	2	9 11 11		10	7 5 21		
Board of Health.	2 2 2	50 16 8			1 7 1		
Bureau of Labor and Statistics. Ristorical Library Public Lands Normal Regents		22 3 2	• • • • • • • • • • • • • • • • • • • •	12	5 25 3 9		
Sormal Schools		27		17	218		

NUMBER OF PERSONS IN THE STATE SERVICE, CLASSIFIED AND UNCLASSIFIED—Continued.

Department.		Unclassi fled.			
	Exempt.	Competi- tive.	Non-com- petitive.	Labor.	
Oil Inspection	. 1	56	1		1
Public Property	9	51		21	ī
Railroad Commission	2	17	1	~~ ••••••	Ř
	2	10			1
State Superintendent of Schools	<i>Z</i>		,		1
Secretary of State	Z	21	••••		1
State Treasurer	Z	6	• • • • • • • • •		1
Tax Commission	Z	29	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • •	3
Tax Com. and Railroad Com		6	30	' • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •
Fire Marshal	2	6	• • • • • • • • •	• • • • • • • • •	1
Beological & Natural History Survey		2		• • • • • • • • • •	5
Board of Immigration	2			• • • • • • • • •	3
Live Stock & Sanitary Board	2			·	
State Veterinarian	1	17	;•••••	·	1
School of Mines		1			6
Board of Agriculture		ī			15
Iniversity	_	229	3	169	447
Northern Hospital		28	95	38	1
State Hospital (Mendota)		29	78	31	î
State Prison		60	1	- -	•
Home for Feeble Minded		44	106	31	4
Industrial School, Boys	<u>, , , , , , , , , , , , , , , , , , , </u>	41	100	- -	, <u>,</u>
School for the Blind		1	_	11	Ţ
		6	20	. 20	1
School for the Deaf		11	33	11	1
State Public School	-	33	8	28	1
Green Bay Reformatory		82	4	1	1
Puberculosis Sanatarium		15	· 7	' 28	1
Workshop for the Blind		4			1 ·
Industrial School, Girls		4	,	1	. 1
Supreme Court	. 29		· · · · · · · · · · · ·	• • • • • • • • • •	7
State Library	5		• • • • • • • • • • • • •	• • • • • • • • •	7
Capitol Commission	1		. 1		5
Legislature, Assembly	2	56			•
Legislature, Senate		84			• • • • • • • •
Total	118	1,057	384	430	848

^{*} Other employees compensated by private corporations.

TABLE SHOWING PERMANENCY OF TENURE.

	No. in service.	5 years or more.	Per cent of total
University Libraries Capitol Penal and charitable institutions, normal schools	447 58 98 243	19 52 94	48 35.9 55.8 38.6
Total	836		44.57
Classified Service— University Libraries Capitol Penal and charitable institutions, normal schools Total	404 31 694 839	58 6 205 173	14.83 19.35 20.6 20.6

^{*} The last year for which statistics were obtainable shows the per cent to be 48.

TRANSFERS AUTHORIZED BY THE STATE CIVIL SERVICE COMMISSION DURING THE BIENNIAL PERIOD.

- J. H. CURTIN, special agent tax commission, salary \$1,200, to position of statistical clerk in the bureau of labor and industrial statistics, salary \$1,100.
- IDA BREITKREUTZ. stenographer Oshkosh normal, salary \$70, to the railroad commission, salary \$60.
- BERTHA MATSON, stenographer university to the reference library. Temporary. EUNICE SASMAN, stenographer university, salary \$55, to the railroad commission, salary, \$55.
- C. J. HARTLEY, stenographer railroad commission, salary \$125, to the legislature, salary \$150. Temporary.
- A. W. GALLOWAY, stenographer secretary of state, salary \$100, to the legislature, salary, \$150. Temporary.
- F. W. SPENCER, stenographer tax commission, salary, \$125, to the legislature, salary \$160. Temporary.
- MARY HOWARD, stenographer university, salary \$50, to the state board of control, salary \$66.66.
- HELEN HILL, stenographer La Crosse normal, salary \$65, to Superior normal, salary \$70.
- THEDA CARTER, clerk civil service commission, salary \$50, to the board of normal regents, salary \$60. Temporary.

 C. J. WISE, janitor university, salary \$50, to assistant in the heating plant, salary \$75.
- G. W. BLANCHARD, statistical clerk railroad commission, salary \$55 per month, half time, to bureau of labor and industrial statistics, salary \$55, half time.

 E. J. KOESTER, stenographer attorney general department, salary \$100, to the tax
 - commission, salary \$115. 6—C. S.

Appointments, Promotions, Transfers, Reinstatements, etc.

Thought, G. d., Althillett Jostud, B. M. J., 11, 11 Field officer South, Allan. Field officer	200 100 100 100 100 100 100 100 100 100	10-15-00 10-15-00 10-15-00 1-30-10	10-21-00 12-11-09 5-21-10	N. C.	No eligible No eligible	list, Emergency, list, Emergency,
STATE CIVIL SERVICE		COMMISSION.	ON.			
Carter, Theda A. Clerk Carter, Theda A. Clerk Curan, G. Stanographer Carroll, E. Stenographer and clerk Keller, Nettile. Clerk Stephanl, Florence. Clerk	88268222 88188 88188	2 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	100 10 110 10 120 11 100 11 100 11 100	00000000	Eligibia Unt.	Increase from \$50. Temporary. Temporary.
DAIRY AND	POOD CO	COMMISSION.				
Eundert, A. E. Kundert, A. E. Ghemist Kleuter, Harry Thomas, Ethel There is Inclory, dairy and food lapector Chemist Bouthard, B. B Chemist Chemist	2000	2000 000 000 000 000 000 000 000 000 00	10 - 4 - 00 2 - 2 - 10 10 - 4 - 00 10 - 4 - 00	000000000000000000000000000000000000000	Original appoints Eigible list Pro- Temporary from Eigible list Inc Orig. appointee Beinstated. Elgible list. Transferred. Rugible list. Non com app 1 Eigible list. Original employe. Eigible list. Eigible list. Eigible list.	appointee. let Promotion. ry from efficie list. list Increase. do. do. let. app Promotion. let. app Promotion. list. list. list.

STATE FIRE MARSHALL.

Ap	pointme	nts. Promotions, Transfers, Reinstatements, etc.
	Benarks.	Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Title changed from special sast. Eligible list. Emergency. Not to exceed 10 ds.
	Class.	000000000000000000000000000000000000000
	Date, if pervice ended.	
HALL.	Date.	
STATE FIRE MARSHALL.	Monthly Salary.	0 70 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
STATE 1	Position.	Fire warden Attorney Deputy De
	Маше.	Vanderboom, E. J. Floris, J. W. Summers, S. Summers, S. Summers, S. Summers, S. Summers, S. Fluncan, W. G. Good, O. J. Kirchoffer, W. G. Laing, H. E. Torgeon, Hasel Tibbetta, G. Koran, M. Kora

Appointments, Promotions, Transfers, Reinstatements, etc.

Appointments, Promotions, Transfers, Reinstatements, et

	Bemarks.	Orig. emp. Trans. from U. W. Eligible list. Temporary. Eligible list. Increase from \$60. Eligible list. Eligible list. Eligible list. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Eligible list. Temporary. Increase.		Eligible list, Eligible list, Original employe. Emergency. Eligible list. Eligible list. Eligible list. Original employe. Emergency. Eligible list. Emergency. Eligible list. Emergency. Eligible list.
	Class.	000000 004-0		00000000000000000
nued.	Date, if service ended.	8 + 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1		8-23-08 9-21-21 9-21-22-11 11-27-08
OOMMISSION—Continued.	Date.	20	N.	11 - 89 - 10 - 10 - 10 - 10 - 10 - 10 - 10 - 1
	Monthly Salary.	88588888888 8888888888	IE WARDEN.	**************************************
PREE LIBBARY	Position.	Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Charwoman Charwoman Caretaker	GAME	Deputy
	Name.	Metson, B MeGuan, C Daiy, Anna. Carroll, Edna. Brinkhoff, C Turner, Lura. Schlosser, Ormel. Syencer, Blanche. Rous, Lenora. Kinney, Alice. Corcoran, Mrs. W		Abbrecht, H. A. Asmuth, C. F. Brown, F. B. Buckley, J. Buckley, W. Buckley, W. Barnhardt, W. Baker, O. E. Bacon, R.

Appointments, Promotions, Transfers, Reinstatements, etc.

Emergency, Kigilble Mer, Redinate etc. Original employe Emergency, Eligible Hat, Eligible Hat, Eligible Hat,	Eligible list, Emergency, Original employe, Emergency, Eligible list, Temporary, Fligible list,	3 434	Englise 118t. Englise 118t. Englise 11st. Englise 11st. Englise 11st. Englise 11st. Englise 11st. Englise 11st.	Reinstated, Original employe, Original employe, Original employe, Reinstated, Edigible list, Reinstated, Emergency, Emergency, Emergency,
00000000	88888		68	
				Deputy
Thou A		中 中 中 中 中 中 中 中 中 中 中 中 中 中 中 中 中 中 日	PA H. W. F. W. N.	6. L. Sam

Appointments, Promotions, Transfers, Reinstatements, etc.

	Remarks.	Reinstated. Eligible list. Emergency. Eligible list. Reinstated. Original employe. Permanent. Eligible list. Emergency.
	Olass.	
·	Date, if service ended.	
Continued.	Date.	
WARDEN-Co	Monthly Salary.	2000年200日 2000年200日 2000年20日
GAME W	Position.	Deputy Special deputy
	Name.	Octtel, L. O'Connor, D. Randall, F. Randall, F. Randall, F. Richtman, S. P. Richtman, S. P. Robrecht, M. D. Rooth, O. Spencer, F. Spencer, F. Spencer, F. Spencer, F. Store, J. T. True, H. W. Williams, W. Williams, W. Williams, W. Spencer, F. Store, J. T. Store, J. T. Store, J. T. Spencer, F. Store, J. T. Store, J. T. Spencer, F. Store, J. T. Spencer, F. Store, J. T. Spencer, F. Specification, Jos. Specification, Jos

Appointments, Promotions, Transfers, Reinstatements, etc.

Migible list. Kligible list. Kligible list. Kligible list. Eligible list. Eligible list. Temporary. Kligible list. No eligible list. No eligible list.		Increase. Temporary. Increase. Increase. Summer. Summer. Summer. Summer. For 3 months. Temporary. 3 months. For one year. 3 months. For 2 or 3 months. For 2 or 5 months. For 1 months.
20000000000		
	:	9-11-9
	SURVEY.	
#########\$\$\$ \$\$\$\$\$\$\$\$\$\$\$\$		#52 83823448# -44288858##88 88888888888888888888888888888
Special deputy Strographer Strographer Strographer Bookkeeper Bookkeeper	GEOLOGICAL	Geologist Investigator Computer Computer Geologist and chemist Geological assistant Geological assistant Geological assistant Field assistant Field assistant Compassman Compassman Compassman Compassman
Krassell, Fabl. Kensedy, D. H. Kensedy, B. D. Jones, G. D. Gautselt, E. W. Copenbelter, M. Cupenbelter, M. Geblagel, B. S. Schlagel, B. S. Wright, Geo.		Weldman, S. Jackson, H. T. Huels, F. W. Glaetkle, J., Jr. Spraker, E. B. Hall, E. B. Knelling, H. J. Thwaltes, F. T. Juday, C. Schoenmann, Le Roy Berg, O. I. Kummerer, G. Hall, B. Nebel, W. Dermer, W. E. Christopherson, B. Baker, Oliver, E. Le Clair, Carlos A. Lorenz, E. H. J. Marshall, Muss Gran, R. Blair, W. E. Grant, E. J. Blair, W. E. Grant, E. J. Blair, W. E. Grant, E. J. Blair, W. E. Grant, A. J.

Appointments, Promotions, Transfers, Reinstatements, etc.

	Remarks.	G. & N. H. S. Eligible list. Eligible list. 1 month. Emergency. Re-employed. Increase. No eligible list. One-half expense paid by U. S. No eligible list. Temporary.		Eligible list. No eligible list. Rule of commission. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Rule of commission.
	Olass.	D ONWHANNOON		OZOCOCOCOZZOCZZOCZZ
	Date, if service ended.	6-22-0)	3D OF HEALTH	10 — 1 — 00 5 — 1 — 10 10 — 1 — 08 10 — 1 — 09 10 — 1 — 09 10 — 1 — 09
-Continued.	Date.	9-18-00 13-13-00 13-13-00 6-11-00 7-27-00 7-27-00 7-27-00		11 - 1 - 00 12 - 10 - 00 13 - 10 - 00 14 - 10 - 00 17 - 10 - 00 18 - 00 19 - 00 10 - 00
SURVEY-	Monthly Salary.	80 00 Fees 60 00 Fees 8 00 77 20 00 14 of 50 00		######################################
GEOLOGICAL	Position.	Compassman Stenographer Stenographer Stenographer Draftsman Surveyor Sc. assistant Geological statistician Cook Teamster	BOARD	Clerk Clerk Clerk Copyist
	Name.	Allen, Thos. Pickering, H. G. Brewer, Bess. Le Grand, A. J. Cenfield, F. Balsley, F. Rigden, E. J. Hotchkiss, W. A. Nelson, Oran. Oharron, Paul.		Vick, L. Bresee, E. Moore, Cora. Lottis, Genevieve. Webster, L. Vaughn, Lulu. Wissier, Mrs. Eliz. Wald, Anna. Stephani, Florence. Foran, Margaret. Fehlandt, Elsie. Coleman, Mary K. Coleman, Mar

Appointments, Promotions, Transfers, Reinstalements, etc.

Woodward, A. Behuman, H. C. Connor, Kate Ditney, Mrs. Morboff, Mrs. Medoramer, Mrs. Lealere, L. Ulegan, D. Keiros, C. Warneeks, H.	Charwonan Charwonan Charwonan Charwonan Charwonan Charwonan Charwonan Charwonan Charwonan Charwonan	25555555555555555555555555555555555555	8 - 8 - 9 - 9 - 9 - 9 - 9 - 9 - 9 - 9 -	3			TO THE STATE OF TH
Hurn, Ethel A. Hurn, Ethel A. Grindell, L. D. Lyons, Martin. Lincoln, C. C. Jahr, M. E. Jones, H. Jones, Hazel B. Hagan, Sens.	reh and reh and reh and reh and reh and reh reom reom reom	8 1 1 6 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8			.00	rible Het. action of C. action of C. rible Het. gibal employe rible Het rible Het	empl.
Anney, Burgett Link, A. McCullough, L. Brisbois, B. Brisbois, B. French, W. W. Kindschu, W. Link, Geo. Link, Geo. Clerkin, Willie.	Cloak room attendant Elevator boy Elevator boy Elevator attendant Elevator attendant	######################################	20 - 20 - 20 - 20 - 20 - 20 - 20 - 20 -	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		Eligible list. Eligible list.	i i
	BOARD 0	OF THEMTO!	IMMIGRATION.				
Berty, Rose	Stenographer	95 75 88 80	3-1-10	S. S.	O	Eligible list. Increase.	

HISTORICAL LIBRARY.

Appointments, Promotions, Transfers, Reinstatements,

	Bemarks,	Reinstated. Eligible dat. Eligible dat. Eligible dat. Reinstated.		Balary increased. Elgible list. Elgible list. Exempt by Com. for 1 year. Exempt by Com. for 1 year. Exempt by Com. for 1 year. Non-competitive by Com. Kigible list. Kigible list. Kigible list. Kigible list. Kigible list.
	Class.	MAN WANTE		MANOCHARANOCA C C C C C C C C C C C C C C C C C C C
	Date, if service ended.	6-23-09 1-1-08 2-10-08 7-28-10 6-28-09 1-20-69 7-18-10		8
- :	Date.	11 - 4 - 10 11 - 2 - 20 1 - 2 - 20 1 - 2 - 20 1 - 2 - 20 2 - 10 - 00 1 - 2 - 07 6 - 10 - 07 6 - 10 - 10 7 - 16 - 10	STICS.	66 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6
INCURANOE.	Monthly Salary.	156 00 156 00 160 00 100 00 100 00 100 00	LABOR AND STATISTICS.	######################################
11	Position.	Deputy commissioner Deputy commissioner Deputy Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer	IABOR A	Deputy commissioner Deputy commissioner Deputy commissioner Deputy commissioner Assistant Statistical clerk Statistical clerk Statistical clerk Special clerk Superintendent free employment bureau. Proof reader Superintendent free employment bureau. Superintendent free employment bureau. Superintendent free employment bureau. Clerk Clerk Clerk Clerk Clerk
	Хаше.	Ekern, H. E. Ekern, H. E. Walte, M. W. Yager, B. M. Carson, I. P. Hillyer, B. H. Hillyer, R. H.		Loveng, M. O. Price, Wm. H. Price, Wm. H. Kubai, B. Penton, Ida. Curtin, J. H. Oagood, I. Loeschoir, D. Barrett, Mrs. Pend, Geo. F. Tretow, A. O. Furdy, H. G. Tretow, A. O. Vogt, I. Westcott, J. Westcott, J. Westcott, J.

Appointments, Promotions, Transfers, Reinstatem

E. Shaffer. S. Irylae N. Jones Pearson S. Summers H. Dietz J. Goldschmidt L. Wan Matre On Jane Con Jane Con Jane Con Jane J. Huge os J. Angoss J. Huge os J. Hu	Thet clerk Sergeont at arms Journal clerk Assistant Journal clerk Bookneeper Assistant bookweeper General clerk General clerk Finduck clerk Fi	886-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-0-	7. 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	T-29	← ←
	Strographer Tyrowiter Typowriter Typowriter Typowriter Typowriter Typowriter Typowriter	200000000000000000000000000000000000000	700000000000000000000000000000000000000	80888888888888888888888888888888888888	 rigible lat. Lighbe lat. Lighbe lat. Fighe lat. Fighe lat. Fighe lat.

Appointments,	Promotions,	Transfers,	Reinstatements,	etc.
		,		

Promoted.		Sceretary of State.
Eligible list.		Eligible list,
000000000000000000000000000000000000000		MMocococococococo
100 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		1 1 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2
######################################	SENATE.	9000 9000
Chark room attendant Mesenger	19	Chlef Clerk Sergeant-at-arms Journal clerk Assistant journal clerk Bookkeeper Amistant bookkeeper Index clerk Proofreader Proofreader Stenographer
Harry E Boyle. A. L. Vogt. A. L. Vogt. H. W. Hawker A. B. Bonde. W. F. Vander Hyden. Harry E. Beredict. Frank J. Rief. Lewrence Stoddard. J. A. Goldberg. J. A. Jerabeck. J. A. Jerabeck. H. O. Pemrite. M. C. Koss. W. W. French. Mathew Carey. Earl Polley.		F. E. Andrews R. C. Falconer. R. E. Smith Geo M McLaughlin. J. T. Huntington. J. T. Huntington. J. H. Frazier. J. H. Frazier. J. H. Prazier. J. H. Gapiro. J. H. Gapiro. J. H. Gapiro. J. H. Gapiro. J. H. Spencer. J. B. WacCrossen. J. B. Wackbatter. L. B. Webster.

Appointments, Promotions, Transfers, Reinstatements,

			n. 3 mo.
	Remarks.		Trans. for 3 Service Com.
	Ben	Eligible list.	Eligible list. Eligible list. Fligible list. from Civil Student. Student. Student. Student. Student. Student. Student. Student.
	Class.	00000000000000	WOO WMWMWMC.
	Date, if service ended.	20000000000000000000000000000000000000	7
SENATE—Continued.	Date.		2 - 2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -
	Monthly Salary.	444744888899999999999999999999999999999	
SENA	l'osition.		Stenographer Clerk Clerk Clerk Assistant janitor
	Name.	O. P. Peterson. W. A. Anderson. C. H. Welton. T. H. Sanderson. E. A. Pierce. G. M. Emerich. Olaf Goldstrang. F. E. Boyle. J. A. Eastman. Thos. J. Farley. Leon B. Crane. E. G. Cooper. Harry Cotey. Harold Lampert. Boland Monroe. Orville Swarthout. Myron Harshaw.	Reynolds, F. Carter, Theda A. Carter, Theda A. Dawes, A. F. Schadewald, R. Schriener, Otto Landkowski, J. Majerus, P. Majerus, P. Mach, Edw. Brielbach, Geo. F.

ęį		
English Hat Mariable Hat Kingible Hat Transferred, English Hat		Eligible list. Eligible list. Original employe.
		500
		1-22-10
	OR.	15-1-00 8-21-10 10-1-08
	INSPECTOR.	100 00 100 00 Fee
	011	
Clerk and alemigrapher Clerk Janitor Janitor Janitor Janitor Menographer Engineer Assistant janitor Assistant janitor Assistant janitor Assistant janitor Fremographer Etenographer Fremographer Stenographer Fremographer Stenographer Fremographer Stenographer Stenographer Fremographer Stenographer Stenographer Fremographer Stenographer Stenogra		Chief deputy

Appointments, Promotions, Transfers, Reinstatemen

1	1		
Bemarks.	Eligible hat. Eligible hat. Original employe. Fligible hat. Eligible list. Fligible list. Eligible list. Eligible list. Eligible list. Eligible list.		Engible list. Engible list. Svetson 17. Engible sist. Filgible list. Filgible list. Filgible list. Filgible list. Filgible list. Filgible list. Kilgible list. Kilgible list. Kilgible list. Kilgible list. Kilgible list.
Olade.	0000000000		#oocodo oddooco
Date, if service ended.	0		
Date.	554711111111111111111111111111111111111	RTY.	
Monthly Salary.	Property Water	C PROPERTY.	*
Position. Balary. Date.	Deputy Deputy Includy Deputy	PUBLIC	Stenographer Assistant, heating plant Engineer Engineer Assistant engineer Assistant engineer Assistant engineer Pireman Fireman Fireman
Name.	Grotzinger, N. Maltpress, R. J. Heach, Herb A. Can.pbell, Jas. Cournd, C. B. Heineman, Alb. Hewitt, C. F. Olin, C. C. Sprek, C. H.		Underhill M. Wise, C. J. Dorman, H. White, J. C. Holmes, Andrew Morralney, Juo. Morralney, Juo. Morralney, Juo. Morralney, Juo. Morralney, Juo. Morralney, Mr. Minter, Wm. Jr. Watch Michael. Watch Michael. Watch Michael.

		1	
Cristiant andioya. Eligibie Het. Eligibie Het. Eligibie Het. Eligibie Het. Eligibie Het. Eligibie Het. Energency. No eligibie Het. Energency.	Emergency. No elegible list. No elegible list. Elegible list. Criginal employe. Elegible list. Original employe. Elegible list. No eligible list. Ko eligible list. Kemporary. 10 days. Kligible list.		Eligible list. Salaty increased.
100001010	0444044444		
65 65 65 65 65 65 65 65 65 65 65 65 65 6		COMMISSION.	
\$\$286625 \$\$\$\$999999		NIN COONIN	200 150 9 2 2 150 9 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
	Laborer	RATLEOAD	Special ngent. Expert Assistant expert Expert Expert Expert Expert Expert Expert Expert Expert
Trington, Mich.	Hady, C. Beldy, C. Beldy, C. Christon, San. C. L. Cornell, Sohn J. Lorseth, J. Lake, Bend, Kayer, Wm. Hugher, J. J. Hussry, John. Hartland Geo. Folk Carleth Morris Fess, Edw. Curkindult E. Ayers Allen.		Kerr, W. D. F. Genbl, E. F. E.

_					
	Bemarks.		Figible list. Transferred from n. rmal school. Fligible list. Figible list. Increase in salary.	O - 10 - 10	Special appointment; 35 hours, Special appointment; 161 hours, Special appointment; 160 hours, Special appointment; 161 hours, Special appointment; 161 hours, Special appointment; 189 hours, Changed to per diam bads. Figulial list. Filgible list.
	Class.	00.00 C.C.C.C.C.C.C.C.C.C.C.C.C.C.C.C.C.	0 000	: ::::::::::::::::::::::::::::::::::::	
ij	Date, if pervice ended.	10- 8-00 1-17-09 1-16-0	\$ - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -		
N-Contlane	Date.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	11 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1		
OOMMISSION—Continued.	Monthly Salary.	8888 4 4 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	2 6 6 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	48888 48888	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
RAILBOAD O	Position.	Expert Expert Expert Expert Expert Expert Expert Expert Stunographer Stunographer Stunographer Stunographer Expert Expert	Simographer	Applet Types Near State of the	Special statistician. Special statistician. Special statistician. Special statistician. Special statistician. Come amistant. Clerk Stenographer Clerk, 17pist.
	Name.		Chark, Fauly, Clark, Emily E		McDonald, Jas J. Milber, Z. F. E. Browning, F. E. Spolin, W. W. Woods, C. R. Geisse, A. Enghes, A. J.

Appointments, Promotions, Transfers, Reinstatements, etc.

Eligible list. App. as expert. Figible list. Promotion Eligible list. Eligible list. Eligible list. Eligible list. Expert. Expert. Dasis.	Increased in Salary. Changed to per diem bands. Salary increased. Salary to per diem bands. Salary increased. Salary increased. Salary increased.		Eligible list Eligible list.
005000000000000	00000 0		0000000 00M
		STATE.	2
######################################	8 4 4 8 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	SECRETARY OF STATE.	5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	Stocking, R. E. Curtis, N. P. Lucke, Arthur. Boon, Leonard. Johns, E. P. Assistant field inspector Civil cngincer inspector	SECRET	Christopherson, C. Stenographer and elerk. Christopherson, C. Clerk Ferlin, F. Stenographer Hilyer, R. H. Stenographer Kissel, Ida. Kissel, Ida. Kissel, Ida. Kissel, Ida. Kissel, Ida. Kissel, Ida. Kebording elerk Kissel, Ida. Kebonding elerk Kebon, A. J. Recording elerk Respirant incorporation elerk Clerk Clerk Edmnon, Jos. Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer

Appointments, Promotions, Transfers, Reinstatements, &

			r 1		1	
	Bemar'n.	Original employe. Engible hat. Engible hat. Engible hat.		Eligible list.		Fileshia ilet
	Olass.	0000		SETEMORISM SETEMORISM		Ł
	Date, if service ended.	1-11-00 2-1-00 6-1-10				7—20—to
NDENT.	Date.	7-1-06 1-11-06 12-4-06 4-5-10	STATUTES		RT.	5 - 4-10
SUPERINTENDENT.	Monthly Salary.	187 55 187 55 58 58 58 58	0	######################################	SUPREME COURT.	00 578
STATE S	Position.	Rural school inspector. Rural school inspector. Stenographer Stenographer	BEVISOR	Revisor of statutes Assistant revisor Cupy clerk Clerk Cupy clerk Cupy clerk Cupy clerk Clerk Copy clerk Clerk Clerk Clerk Clerk Clerk	BUPR	Ambitunt
	Name	Wood, L. W. Larson, W. E. West, B.		Nash, I. J. Belitz, Arthur T. Butler, Lillie Fastman, Florence. Fastman, Florence. Fastman, Florence. Fastman, Marle Hollatz, Lauretta O'Keefe, Anna O'Veete, Anna O'Veete, Anna Bensuider, F. Belinson, Inez Balaman, Lydia Bhuchart, Evelyn. Shiels, Leds M.		Plakaring II G

Appointments,	Promotions,	Transfers,	Reinstatements,	etc.
---------------	-------------	------------	-----------------	------

Back, J. John B. Harber, J. S. B. B. Caber, J. S. B.	Administration of the American	Per diem	99999	10-1-08		Elgible list.	
	TAX	TAX COMMERSION.	ON.				
Gallagher, J. Gallagher, J. Under, Florence. Traigor, Esta Sasman, C. Smith, Frank P.	Stenographer Stenographer Clerk and stenographer Stenographer Stenographer	116 08 116 08 11	\$9.488 1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1	9-11-10	399000M	Elgible list. Eligible list. Eligible list. Eligible list. Trunsferred i	Increase. Increase. For 60 days. Increase. from U. W.
Shea, D. M. Shea, D. M. Baley, Miles C. Nolan, H. T. Nolan, H. T. McNutt, J. O.	Assistant Assistant Assistant Assistant Assistant Assistant	121-00-1-1-1 00-00-1-1-1		*		Eligibe list.	Increase.
		br8			K. O.	Eligible list.	Defrastated.
Gage, Bert Gage, Bert Gauper, Ole Dithnan, Fisle, Cowles, H. V., Sprice, O. D.,	Assistant and expert. Assistant Clerk Assistant Assistant Assistant Assistant	2000 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0				riigible liet. Kligible liet.	Increase. Increase.
	nd assisting compage computer of computer	1488648888 88888888888888				Two days. Reinstated. Eligible list. Eligible list.	

Appointments, Promotions, Transfers, Reinstatements

_					
	Bemarks.	Eligible list. Fligible list. Eligible list. 2 mouths pending exam. Fligible list.	Eligible fist. Eligible list. Increase. Promotion	Emergency. Absent on leave without pay.	Figible 11st. Figible 11st. Figible 11st. Reinstated. Original employe. Reinstated. Figible 11st % time. Figible 11st Reinstated. Figible 11st Reinstated. Figible 11st.
:	Olase.	8880800000	0000		×000000000
	Date, if service ended.	1-10-09	\$ 1 1-10 1 21-60	80 	
Continued.	Date.	1 1 2 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	_ 1	
COMMISSION—Continued.	Monthly Salary.	38888888888888888888888888888888888888	845558 888888	988 888 888 888	558848488 66888888 668888888 668888888
TAX OOM	Position.	Special agent Stenographer Stenographer and clerk Stenographer and clerk			T elerk
	Name,	Thiel. R. B. Thurston, H. K. Spobn, W. H. Secrist, Horace. Sperist, Horace. Sperist, F. W. Muchis, Helen. Lee, Lauta M. Koester, E. J.	Shanks, Myrtle	1,5 ace 1	Harrop, J. 1. Hitchcock, M. Friedhaul H. Trainot. K. Luft, K. Higbee, H. Higbee, H. Friedhau, H. Coleman P.

Appointments, Promotions, Transfers,	Reinstatements,	etc.
--------------------------------------	-----------------	------

	,	•				
Filgible list. Filgible list. Eligible list. Filgible list.		Eligible list. Original employe. Emergency appointment. Eligible list.				Eligible list.
200000		0000		OOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOOO		Ex.
		$\frac{7-}{8-}\frac{1-10}{1-10}$				
	æ	$\begin{array}{c} 7 - 9 - 08 \\ 7 - 1 - 06 \\ 7 - 1 - 10 \\ 8 - 1 - 10 \end{array}$	AGENT.	12-26-08 4-3-03 10-14-00 7-27-09 10-29-03 11-1-09 11-1-09 11-29-09 11-29-09 11-29-09	LIAN.	11- 1-08 8- 9-09 8- 1-10
100 100 100 100 100 100 100 100 100 100	TREASURER.	\$150 00 62 00	TREASURY AGI	Fees Fees Fees Fees Fees Fees Fees Fees	VETERINARIAN	\$126 00 00 37
Special agent Special agent Special agent Special agent Special agent	Œ	Bookkeeper Night watch Night watch Night watch	TREA	Treasury agent. Deputy	STATE V	Assistant Secretary
Heliman, R. A. Garver, F. B. Cowles, H. V. Campbell, Geo.		Tacuber, O. J. Rochl, J. O. Whitney W. F. Goldstrand, O.		Karnes, J. H. Parmeter, M. Ritchort, J. Simon, W. F. Sievert, J. D. Sueps, W. G. Thleman, H. Wheels, F. F. Hartman, Emil A. Hartman, Emil A. Harris, Louis. Scoon, Darwin W. Currier, L. C. Ejorklund, O. H. Brady W.		Wolcott, W. A. Lothe, Herbert.

r OF THE STATE C	ن ہ (ON MIRRION.
STATE C	IVIL SERVICE	instatements, etc.
r OF THE LO	Transfers, Re	instatem
ents, Promotions,		j
1	Pe. exam. Promot'd from eng.	Emel Canal
, \	· in · · · · · · · · · · · · · · · · · ·	
\ \ \ \ \	Project St.	· · · · · · · · · · · · · · · · · · ·
The same	THE RESERVE OF THE PARTY OF THE	
	Ellebbe list. Filesbe list. Filesbe list. Filesbe list. King conference. King conference. Filesbe list. Filesbe li	
I Derrate Filstbic II Fixempt.	最最高の水本	3000000000
-+===		00020000000000000000000000000000000000
a HARA	9 9 3 9	
	見は追	200058
Tage of the same o		
1771		465 TO
STATE	GREEN BAY REPORTANTORS	
14 1 1 888 888	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	
ALLEGATION OF SERVICE STATES OF SERVICE SERVIC	N. B. W.	* .
TATE VETER	GREEN	
		The state of the s
/ is / is		
Posttlon.		The sale in the sa
/ ~ /	1 1 1 1 1 1 1 1	To a series of the series of t
\	Secretary her stemostrapher stemostrapher	
	1 3 3 3 5 7	
	1 28 6	
\	Lothe, Herbert Penning Penning Hill Hills Penning Penning Hills Hills Penning Hill Hazel Penning Hill Hazel	A THE STATE OF THE
	Lothe, Herring Penninger 11. P	
, /	1 3844	

Eligible Bat.		Re-employed Fligible flat. Original employs. No eligible flat.
0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0040
	.D.	11—18—08 10—18—08
1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-	LE MINDED.	2 - 28 10 9 - 23 - 08 O F. 5 - 15 - 08
######################################	* Dinner. THE PEEBLE	2558 2558 2558 2558
Partnerguard Mason Mason Chard Chard Coard Mason Goard Chard	HOME FOR T	Fireman Attendant
Louise, N. R. Lander, N. R. Lander, N. G. Reiber, W. W. K. G. Reiber, W. W. H. Chamber, W. W. H. C. L. C. H.		Abrans. James . Abrans O Agnew, Robert . Allen, Cora

	Remarks.	Eligible list. No eligible list. Eligible list. No eligible list. No eligible list. No eligible list. Eligible list. No eligible list. No eligible list. Eligible list. Eligible list. Eligible list. Crigible list. Eligible list. Original employe. No eligible list.
	Olass.	COC COC COC COC COC COC COC
ntinued.	Date, if service ended.	
MINDED—Continued.	Date.	
FEEBLE M	Monthly Salary.	88 88 88 88 88 88 88 88 88 88 88 88 88
HOME FOR THE 1	Position.	Laborer Laborer Attendant
	Name.	Altman, Louis. Auran, Leroy. Balley, L. Balley, L. Barclay, T. Barrett, Ed. Barry, Jno. H. Barry, Jno. H. Bayliss, Laura. Bayliss, Laura. Bayliss, Mary. Bergenheimer, H. Bergenheimer, Jos. Bergenheimer, Jos. Bible, F. O. Bible, F. O. Bride, F. O. Bride, D.

Appointments.	Promotions.	Transfers.	Reinstatements,	etc.
---------------	-------------	------------	-----------------	------

Refnata tad.	Reinstated,	Beinstated.
reserved by the factors of the facto	ie Lat Grobe Lat. School Lat.	Edgebe 1st. Figsbe 1st. No elgible 1st. No elgible 1st. No elgible 1st. No elgible 1st.
OLUCCO GOU OD O	O COCOCOCOCOCOCOCOCOCOCOCOCOCOCOCOCOCOC	ZZZZZ
7 3 3 10 5 20 -02 6 E 10 4 -15 -02 10 -11 -08 2 -1 -09 8 -1 -09	10 10 10 10 10 10 10 10 10 10 10 10 10 1	91 93
2 - 2 - 0 - 1 - 1 - 2 - 0 - 2 - 0 - 2 - 0 - 0 - 0 - 0 - 0		0 - 1 - 1 - 0 - 0 - 1 - 1 - 0 - 0 - 1 - 1
	8400 840 840 840 840 840 840 840 840 840	8233888 2182828
Attendant	= 1.	Attendant Pumber's helper Farmer assistant Attendant Attendant Attendant
Charter of the Charte	II, Florence. II Irve. II Irve	Lilla F Stephen M Helga
	Control County C	Dunbar Dunpan Dunpan Eggers Fillot J Elland.

Appointments, Promotions, Transfers, Reinstatements

		1 2 2 .
	Remarks.	No abgrbie list. No aligible list. No aligible list. No aligible list. No eligible list. Eligible list. Promoted. No eligible list. Original employe. No eligible list. No eligible list. Original employe. No eligible list. Original employe. No eligible list. No eligible list. No eligible list. No eligible list. No eligible list.
	Class.	OCOCOC COCOCO CO CO COCOCO
othooed.	Date, if service ended.	
NDAD-Co	Dute.	
PEBLE M	Monthly Salary.	######################################
HOME FOR THE FEEBLE MINDAD-Continued.	Position.	Attendent
1	Name.	Erickson, Range, Erickson, Range, Mary Evanson, Currie Everson, E. Everson, E. Everson, Pett, M. J. Fett, M. J. Fett, M. J. Fest, M. J. Frost, Dr. C. A. Frost, Dr. C. G. G. G. Frost, Dr. C. G.

N. C No estgible list. N. C No estgible list. N. C Xu estgible list. N. C Xu estgible list.	N. C No eligible list.	N. C. No chapte for	A. C Eligibia det. A. C Eligibia det. A. C	N. C. Ellgible list N. C. No ellgible list. Re-employed.	N. C. No eligible list N. C. No eligible list	K.C. No edgible Lat. K.C. Su edgible Lat. K.C. Eligible Ust. K.C. Eligible Ust.	N. C. Mo engine hat. Transferred. N. C. Eligible list. Transferred. N. C. Re-employed.	N. C. Eligible list. N. C. No eligible list. N. C. No eligible list. N. C. No eligible list.	N. C. No eligible list.	N. C No cligible list.
\$855 \$855 \$155 \$155 \$155 \$155 \$155 \$155	24-10 24-10	8-11-11-68	01 12 13 14 15 15 15 15 15 15 15	3	15 14 - 66 12 - 28 - 66 16 16 16 16 16 16 16 16 16 16 16 16	20-15-15-15-15-15-15-15-15-15-15-15-15-15-	1 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			
\$83838 #8985			3888	888	888	8838 8838	888.8	<u></u>	8888888888	D (0)
	. : :				÷. , .			· · · · ·		::
C tentulater L Consider	(cacher				2					
tencher	eacher	L .		:				adntdant		١;

Appointments, Promotions, Transfers, Reinstatements,

_		· ·
	Bemarks.	No eligible list. No eligible list. Original employe. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. No eligible list. No eligible list. Eligible list. No eligible list. Eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. Eligible list. No eligible list. No eligible list. No eligible list. Eligible list. No eligible list.
	Class.	COCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCCC
ptipped.	Date, if service ended.	8 80 90 90 90 90 90 90 90 90 90 90 90 90 90
MINDED—Continued.	Date.	######################################
Perble M	Monthly Sulary.	20282828888888888888888888888888888888
HOME FOR THE 1	Position.	Attendant Laborer and team. Attendant Attendant Laborer Attendant
;	Name.	Leonhart, Sophia, Libby, Roy Libby, Roy Libts, Lydia, Loftus, J. E. Loftus, Mrs. J. E. Loftus, Mrs. J. E. Loftus, Prank Loon s. F. S. Lube, Frank Martin, T. Dolle MacVane Mandox, Lucha Mandox, J. Martin, Idd. Martin, Mary McCiellan, Mubel McCiellan, Mary McCiellan, Ina, McCie

	-				
ble frat. Ist. Ist. Ist. ble list. ble list. ble list.	ole Net. ole Nat. ole Nat. de Nat.	ole fist, list, ble list, ble list, list ble list, employe.	his list. list. by the list. by hist. by list. bic list. bic list. bic list. bic list.	######################################	employe. le list. le list. le list. list. le list.
No electron No electron No electron No electron No electron No electron Electron Electron Electron Ist	No eligible No eligible No eligible No eligible	No ellgable list No el gable No el gable F. gat. a. list No el gable No el gable Orig call en	No che ble Figil le list Re-employed Edgable hat No eng bre No eng bre No eng bre No eng bre	No cigible	No eligible list. Klighbe list. No eligible list. Klighbe list. No eligible l
OCCOCOCO	OO OO	o o oo	O VENEZZZ	ZZZJZZZZ	OCOU :
		20 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	8 - 12 - 13 - 13 - 13 - 13 - 13 - 13 - 13	3 - 11 - 68 - 11 - 16 - 68 - 12 - 68 - 13 - 68 - 14 - 68 - 15 - 68	
2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 - 2 -				2 - 2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	
######################################	*88888 *88888	884222822 8888888888	8888 88 8		**************************************
Attendant	Attendunt Attendunt Firenun Attendunt Attendunt	Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	Attendant Attendant Attendant Attendant E. Attendant Assistant Jearher, Sloyd	Attendant Attendant Keeper Attendant Attendant Attendant Attendant Attendant	Attendant Attendant Attendant Keeper Attendant
Murphy, Patt Nets, Olsa, Nets, Olsa, Nets, Olsa, Nohr, Mahel Nohr, Mahel Nohr, Mahel Nohr, World, W. F.	O'Dell, James Olson Emil. O'Rourke, Par.	Parch Agnes. Parch Agnes. Parch Alred. Prod Marc. Preter D. J. Preter C. M.	Red Margard Red Margard Red May Margard Red May Margard Red Margard Red Margard Red Margard	in marks A M.	Ritzinger, F. Roberts, B. Roberts, B. Roberts, M. Robertson, A.

Posttion
Monthly Date, 112 Balary, Date, 12 Balary, Date, 13 Balary, Date, 13 Balary, Date, 13 Balary, Date, 12 Balary, Date, 13 Balary, Dat
Posttion. Galacty. Date. Fosttion. Galacty. Date. 6.61 1. 1. 1. 1. 1. 1. 1.
Montiby Galary Galar
Posttion. Salari Sal
Teacher Attendant

Milethia Mee Mat. My children Met. My children Met. My children Met. My children Met. My children My c	No elgible list, Elgible list, Elgible list, No elg ble list,	No eligible Bet, Eligible Bet, Crightal employe, No eligible Bet, No eligible Bet,	Engible list. No engible list. Engible list. Engible list. Re-employed. Engible list. Engible list. No engible list.	Para Para Para Para Para Para Para Para	No eligible list.
000 OC	11 - 5 - 08 11 - 10 - 08 12 - 08 - 0 14 - 0 - 08 14 - 0 - 08 15 - 08 - 08	2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	11-11-10 N. O	ZZZZZZZZ	
20 00 00 00 00 00 00 00 00 00 00 00 00 0	25 00 11 - 11 - 05 - 05 12 13 - 10 05 15 15 15 15 15 15 15 15 15 15 15 15 15		20 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 : 0 :	8 988888 	8 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Attendant Attendant Attendant Attendant Attendant Attendant Attendant		: : : : :		+	Attendant Attendant Attendant Attendant Attendant Attendant Assistant physician Attendant Attendant Attendant Attendant Attendant Attendant
	Attendant Attendant Attendant Attendant	Attendant Laborer Attendant Laborer Attendant Attendant	Attendant Attendant Mason . Attendant Attendant Attendant	Attendant Painter . Attendant Attendant Attendant Attendant Attendant Attendant Attendant	Attendant Attendant Attendant Attendant Attendant Assistant Attendant Attendant Attendant Attendant Attendant Attendant

Appointments, Promotions, Transfers, Reinstatemer

		·		
	Bemarks.	No eligible list. Eligible list. Original employe. Eligible list. Re-employed. Original employe.		No eligible list. Temporary. No eligible list. Temporary. No eligible list. Trans. to N. H. No eligible list. Temporary. Fligible list. No eligible list. No eligible list. No eligible list. Fligible list. No eligible list.
	Class.	N N N O O O O O O O O O O O O O O O O O		00000000 0H00
atlaued.	Date, if service ended.	4—1 ¹ —10 5—15—00 2— 1—09		$ \begin{array}{cccccccccccccccccccccccccccccccccccc$
MINDED—Continued.	Date.	5-8-7 9-18-03 9-7-09	FOR BOYS.	10-1-00 12-30-00 11-30-0
FEEBLE M	Monthly Salary.	8888	SCHOOL	25 115 26 26 26 26 26 26 26 26 26 26 26 26 26
HOME FOR THE F	Position.	Attendant Attendant Attendant Attendant	INDUSTRIAL	Matron Matron Matron Assistant superintendent Night engineer Family officer
	Name.	Yaeger. Gertrude Zapp, Edith Zapp, Edith Zoella, Laura		Assman, Hannah. Assman, Hannah. Assman, Hannah. Bachler, A. A. Barney, Chas. Barney, Chas. Barney, Milton. Beach, F. E. Beckman. Pearl. Berard, A. C. Booth, Mrs. H. B. Bottoms, J. E. Bottoms, J. E. Boyd, Mary. Boyd, Sam. Brooks, F. G.

	00 7-14-07 8-1-08 O. N.O. S.O. S.O. S.O. S.O. S.O. S.O. S	1	20 4 1 20 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 12—11—09 2— 1—10 0 Eligible 0 E
Francisco M. Server C. Ser	Fames officer and matron	As lether cok. Labert Stenes Park Stenes Park School room matron. R Laty offer R March	Tegener Marval training 5 1. great. Marval training 5 1. great. Baker	Owens, E. W. Family officer. Owens, E. W. Matron Owens, T. J. Night watchingn Peters, Ludwig. Family officer. Philip, H. E. Office work. Philip, H. E. Matron Matron Matron Matron Matron Matron Matron

Appointments,	Promotions,	Transfers,	Meinstalen
---------------	-------------	------------	------------

-					
	Benefit.	Eligible Bet. Increased salary. Fugible Bet. No chg.ble Bet. No chg.ble Bet. Original employs. No chgible Bet. No chgible Bet. No chgible Bet. No chgible Bet. Temporary. Temporary. Temporary.		Bemarks.	No edgible list, Eligible list, No eligible list, Temporary, No eligible list,
	9	00000000000000000000000000000000000000		Olass.	0044
throod.	Date, If service ended.		ಪ	Date, If service ended.	80-02-0 16-0
BOYS-Overfined.	Date.	NGT 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	POR GIRE	Date.	200 mm
SCHOOL FOR	Monthly Salary.	**************************************	SOROOL	Monthly Salary.	8888 8888
INDUSTRIAL SCH	Position.	Matron Matron State agent State agent Teacher Watchman Princhal Matron Cook Assistant cook Matron Slivd teacher Dibing from girl Family matron	INDUSTRIAL SOROOL FOR GIRLS.	Position	Teacher Engineer Laborer Night watch
	Уяше.	Philip, Mrs. Frulp, Mrs. Fruyls, Belle. Rewson, H. R. Richards, P. Richards, G. Ross, Jesse Salladay, G. E. Schmer, Fita Stollburg, P. Wilhams, L. A. Wilhams, L. A. Wilhams, L. A.		Name.	Brees, Laura Ourts, D. B. Enstle, J. W. Poote, H. W.

		NORPHPRA HORE	HORPITAL.	YON THE INMANK	CHAMK			1
Abrahama, 1.		Con-1k		3 14 CB	p - M - OB	5.5	No engine not	
Ξþ.	Farmer		88		:::	; ; ; ; ; ;	No engible list.	
Aldridge, J	Attractor		00 00	12 10 08 4-121 -08	a	.;	r to the	
Alben W	Attendant		8			;	Prefere 181.	
Amery Carela	Strward Attendent		88	_ 6	2 000		No eligible lift.	
, ill	FREIDING		8	9		, , , , , , , , , , , , , , , , , , ,	elig.ble	
_	Attradant .		20 00	2	17	K C	ettaribie	
Auft, Mabel	Laundress		21	20 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	1-15-10		No therible list.	
Angula, E. U.	State and the	A STATE OF THE PROPERTY OF THE	35	36	<u> </u>	C		
Racheler, A. E.			135.03	111111111111111111111111111111111111111		. O	usterred and	promoted.
Babr S	Attendant		8	3	(a) 15 - 7	M. C.	efigible Bat.	
Raherd Anna	Attendunt		8 କ	8-14-60	Į.		chgrible	
=	Ξ.	++=++++++++++++++++++++++++++++++++++++	6 i	Pro I	-1		chighble 1	
-	Att a doub		2:	ļ.			chgible	
	111-0 1201		Po cel	- 8	12 12		No eligible list.	
	Action land	4	32	1 =	4 20 10	, ,	Alimilaha	
_	Attendant		62	8		_	Flightly list.	
=-		-	00 9		R p-4	N. C.	No chgible list,	
Ten 1	Attendant	****	8	±- ;			No chaible Est.	
TALL OF STREET	tre n lant	* ***	8 1 8 1	10-01	9		No chrisble list,	
_			8 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	-	32	500	Eligible list.	
154'D. 31' T.	A ** 1. Del 2.1		9 6				.5 -	
Tellin F of	4 Training		3 8	ے ا	98		CHEJORE	
T THE	Attended to	+	88	.			No charles have	
Blow, C	Mondant		2		5-31-00	N. O .	· Leible	
1-46	-pp		e e		11 (-6)	K C	Ohn list	
_	Attend of	***** ** ** ** ** **	G 1	1-1	- 30 · 06 - 12 · 08	200	No elegible list.	
Bover Charles	Attendant		6 6 6		***************************************	1	SPE NOT	
Brandon I	Athoniant		88				eligible :	
Bredinglight		b	19 00			:	The Part of the	
Brown Marriett	VI 750		88	0110		5	No el gible list.	
j.	titen 'ant.		8		01 08 1	_	181,	
Τ,	Milendant	-	83	4 17-10	J.		gible list	
	Attendant	*****	88 64	20 1 100 V		_	No engible 185.	
Bucky Forms	Attendant .		38			0	cid Ible	
	Dalryman		86 98	1- 1-00	6-18-00	-	No eligible list,	

Appointments, Promotions, Transfers, Reinstate

Position. Attendant Assistant Assistant Astendant Attendant
Position.
Attendant Attendant Assistant Attendant Attendant Assistant Attendant

Appointments, Promotions, Transfers, Reinstatements,

Semarks.	No charbe let.
Cinne.	OSSERSIANIANE CHARESTARES OCCU-COCC
Date, 1f service anded.	
Date.	######################################
Monthly Salary.	######################################
Position.	Fireman Attendant Attendant Attendant Attendant Attendant Attendant Attendant Cook Night watch Laundress Laundress Laundress Laundress Laundress Laundress Laundress Attendant
Name	Grustack, F. Halbes, Effe. Halbes, Effe. Hambert, G. Hambert, J. Harth, Murtha Harth, Murtha Harth, Gwerge, Hayes, M. Herkert, Jas. Herkert, Jas. Herkert, M. Herbert, M. Herbert, J. Herbert, M. Herbert, J. Herb

	· · · Patriciple then	No effect to not	No challe her	No charles hat.	English list.	No obgible list.	Rigible Dat. Relnatated.	No altrible Bet.	No every the fart	No chrib's Het.		Kligible list.	TO SHOUND NOT	No eligible liet.	No eligible plet.	Files has the	No eligible list.	No eligible use.	No eligible list	No eligible list.	No eligible Mat.	a qu	No engine net.	Eligibe hat.	No engiles her.	No eligible tiet.	No europie met.	No elizible 16t.	Eligible list.	No eligible het.	No eligible list.	No eligible hat.	No eligible hat	Ellgible list.
	の様	18	1 - 17 - 68 - 13 - 15 - 15 - 15 - 15 - 15 - 15 - 15	3-20-10	0 12	3-14-06 4- 8-10 0		6- 4-08 8-1-08 N. O.	1-12-13-14: O.		13-21-67 6-28-10 K. C.	9- 4-00 10-15-00 N. C.	1-18-10 1-19-10 N O.		9-16-08 X. O	6-31-03 9-21-09 N. O	5-12-10 x C	S 8 9 9 19 08 N. O.	2 11-10 3-36-10 N. C.	G 3 00 + 1 3 10 N. C.	10-15-07 8-23-00 N O.	6-3-10 N. O.	0-80-07 0-9-08 N O.	10 -80 -18 - 10 - 10 - 10 - 10 - 10 - 10	111 1 1 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1	10-13-C9 10-30-00 N C.	6-24-08 t- 1-00 L		6-23 10 N. O.	0 N 00 10 10 10 10 10 10 10 10 10 10 10 10	9-23-08 13-28-00 N O.	1-81-08 - 6-18-18 X. O.	11-6-94 10-31-00 1	7-12-50 N. O
18		R \$	P. 1	A 3	8	#1	8	88	81	4 8	18	97	1	R	8	81	85	185	38.8	200	38		S = 2		81.5	150	91	22	8	3 5		28	8	A
	* **********	***************************************		********************	\$ 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		payskilla			*****	Dhymicles.		*******************			****			4								** ***************					*** *** *****************		
Attended	Attendant				Attendant	Pirenan	Laura Assistant physic	Attendant	Attendant	Attendant	Inne, T. R. Assistant Division	Steward	Attendant	Attendant	Attuilant	Attendunt	Cook		Attendant	Attendant	Attendant	Attendant	Attendant	Attendant	Attendant	Attendont	Sentiletress	Office boy		Lorge, Aug Night watch	_	Attendont		Nortin, J. F Attendant

Appointments, Promotions, Transfers, Reinstatement

1		
	Bemarin.	No eligible tist. No eligible tist. No eligible list. No eligible list. Eligible list. No eligible list.
	Cless.	SOCOO COCO COCO COCOCO COCOCOCOCOCOCOCOC
Continued	Date, if service ended.	11 - 22 - 63 2 - 13 - 63 2 - 13 - 63 3 - 13 - 63 3 - 13 - 63 3 - 13 - 63 3 - 13 - 63 4 - 13 - 63 5 - 13 - 63 6 - 13 - 63 7 - 13 - 63 7 - 13 - 63 7 - 13 - 63 7 - 13 - 73 7 -
E INSANE	Date,	######################################
FOR TH	Monthly Salary.	######################################
NORTHERN HOSPITAL FOR THE INSANE-Continued.	Position.	Attendent
	Name,	Mattingly, J. P. A Meckourt, J. P. A Menker, Gura Menker, Gura Miller, Ada M. Miller, Al C. Muckler, J. Miller, M. Miller, Martin M. Medon, M. Meller, E. Miller, Martin M. Meller, Martin M. Miller, Martin Miller, Ma

#d.t.e				
elerible line, oligible line, oligible line, cligible line, cligible line, cligible line, cligible line,	cugible list, chigher list, chighle list. The list. The list.	elgible list, cligible list, glble list, elgible list,	charles in the charle	No eligible list. No eligible list. No eligible list. Eligible list. No eligible list.
	No chglor No chglor No chglor No chglor Elglor list. No chglor Elglor list.	No eligible H	No elgibl No elgibl No elgibl No elgibl No elgibl	No engibi No engibi No engibi No engibi No engibi No engibi No engibi No engibi
O O O	ooo oo	0 000 0 2021-222-12	OCCO CCC	OO OOOO
10 10 10 10 10 10 10 10 10 10 10 10 10 1			11-13-08 12-23-08 11-27-09	10 - 26 - 00 6 - 5 - 00 8 - 5 - 00 2 - 17 - 10 5 - 20 - 10 6 - 1 - 10
11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	808286 			
######################################	8888888 8888888	25888821 25888821 258888821	28888888888888888888888888888888888888	82888288888 82888888888
Attendant Attendant Attendant Attendant Attendant Enruger Farmer		Matron Matron Attendant Attendant Attendant Attendant Attendant Attendant		Attendant Attendant Stenographer Attendant Attendant Attendant Attendant Attendant Stenographer Stenographer Stenographer
Parity Lydia. Parket. Parket. Parket. Peterson. M. Peterson. M. Peterson. M.	Poetba, L. Phelpa, K. T. Phillipa, K. T. Flekard, Frank Fleber, W. D.	Playman, P. Playman, P. Pommeradig, J. Prati, Henry T. Pricatly Fred Pricatly, Stelly Pufahl, A.	Rabe. Louiss Raleigh, W. Raleigh, W. Regolin, M. Reitrl, Laura Eledi, Ella. Renier, Lena	Relact, P. Riley, Marg. Rooll, Flate Root, Ernest. Ross Lenora. Rostanke, Emil Ruggers, Eto Ruggers, F. L. Ruggers, J. Ruggers, J. Sanduna, A. Schlegel Barbara.

Appointments, Promotions, Transfers, Reinstatem

Remarks.	ન્ન્ન્ન્ દુ
4	Effective Met. No effective Met.
į	OO OOOOOOOOOOOOOOOOOOOOOO
Date, if service ended.	
Date.	######################################
Monthly Salary.	被公司的股份的股份的股份的股份的股份的股份的股份的股份的股份的股份的股份的股份的股份的
Position.	Attendant Semistress Matron Attendant
Name.	School, Theres., A Schneider, F., Schreiver, D., Schriber, Minnle, Mehrer, B., Stein S., Laz R., Stein S., Stein S., Stein S., Stein R., Ste

No carrello list.		No eligible list.
00 0000 00000000000 00 00 ENGRANGERANGERANGERANGERANGERANGERANGERA	. :	4×44444
		20 1 21 20 2 2 20 2
	BLIND.	
2.	OR THE	55 55 55 55 55 55 55 55 55 55 55 55 55
Attendant Attendant Attendant Attendant Attendant Attendant Attendant Might watch Night watch Might watch Attendant	BCHOOL FOR THE	Stockman Assatant ateward. Housekreper Scamstress Dining room Seamstress Stockman Stockman
Westerner, E. Westerner, E. Westerner, E. Westerner, E. Westerner, E. Whither, M. Whey, Jac. Whey, Margaret. Whey		Anderson, C. Anderson, Kath Applery, D. Applery, Brand, L. Blatroff, L. Blooth, Sophia Broots, Earl Broots, Earl Broots, Earl Broots, Earl

Appointments, Promotions, Transfers, Reinstatements,

-		
:	Bemarks.	No eligible list,
THE BLIND-Continued.	Class	644464444460046446-0046444444646
	Date, If service ended.	0 1 1 1 1 1 1 1 1 1
	Date 1	144 - 99 - 99 - 99 - 99 - 99 - 99 - 99 -
	Monthly Salary.	######################################
SCHOOL FOR	Position.	Te, cher principal. Luandress Luandress Dishing room Pastry cook La miress Teacher Figiner Fig
	Иате.	Buck, E. G. Buck, E. G. Burkn sa A. Carlson Sophie Charts et, R. C. Conant, Hattle, Bourlas E. Fratk, Munie Grisc, Ill.An Glinariin, Margaret, Grosskorf, F. Grosskorf, F. Grosskorf, F. Grosskorf, F. Hellernd, Nellie, Hellernd, Nellie, Hellernd, Nellie, Hellernd, A. J. Henning, J. Hellernd, O. Hitton, O. Hogan, A. J. Hogan, A. J. Hogan, A. J. Hogan, A. J. Hogan, Marg. Johnson, Cora. Johnson, Minnie Johnson, L. Keiling, Lydis.

Appointments,	Promotions,	Transfers,	Reinstatemen	ts, etc.
Heinstated. n dining room.		Emergency.	Original emp.	
No cligible list. No cligible list. No cligible list. Original employ No cligible list.	No eligible list.	No elgible list.		No eligible list. No eligible list. No eligible list. No eligible list.
240474464-040	440004444	4444464.	1040444	4040
	90 - 30 - 30 - 30 - 30 - 30 - 30 - 30 -		20 20 00 00 00 00 00 00 00 00 00 00 00 0	11-1-18
	#		111717 11777 117777	11-1-10-10-10-10-10-10-10-10-10-10-10-10
88888888888888888888888888888888888888	28828888888888888888888888888888888888	8888888 88888888	288888 488888	8888
Latindras Engineer Chambernald Flools Laundry Cools Teacher Seamatres Seamatres Seamatres Engineers teacher Chambernald Instructor			Laundress Laundress Plumber's assistant Uning room Laundress Dining room	Laborer
Luis, Mrs. McReans, W. H. McReans, M. H. M.	off. J	Stretano, Mary Strith, Mrs Strith, Mrs Storing, Mrs I. A. Steen, Mrs I. A. Strokens J. S.	Turner, M. Ada. Vogel, M. Well, Barry Wills, M. Wills, Mary	Bowers, S. Batter. Frencon, S. Fycology, Clare.

9-C. S.

Appointments, Promotions, Transfers, Reinstatements,

Gregory, Seth W. Grosskopf, F. Hansen, O. Hansen, O. Hansen, J. Kulght, O. Londen, F. Londen, M. Feterson, M. Freterson, M. Freterson	8			Datte Barte, if and a service of the	2 000000000000000000000000000000000000	No eligible list.
	STATE HOSPITAL	CAL FOR THE	THE INSANE.	WB.		
Adams, Frank N. Adams, F.	Fireman Attendant	888	20 - 00 10 - 00 10 - 00	00-11-01 10-11-01	00,	No eligible list. No eligible list. No eligible list.

No alterbar on	No eligible list.	No cligible line.	No eliethia list	No eligible list	MA ALCOHOLD HAT	Mo children have	MIN.	No.	-		Alfalbla		ellEllore	eligible	eligible	ohololo	of the last	611811019	eligible	eligible	eligible	eligible	elleibh	all della		eligible	No eligible list.	ellgible	ellgible	eligible	eligiple	ellgible	eligible	ellgible	eligible	eligible	ellgible	eligible	eligible	eligible	eligible	eligible			No eligible list.	No eligible list.	No eligible list.	No eligible list.	
I M. C.	200	O	12	200	:	42	N. C	N. O	T	2		1 1000000	Lett. 111	N. O				_	N. O		X 0						N. O:				ż	ż	Ż	Ä	L	0	0	0	0	1	N.O.	, C		2	N. C.	X. O:	L	N. C	
110-17-00	9:		11 04 43	30				01-10	2112	90 00				4-8-15		90 00	- D-1	200	8-11-8	90-02 +	11911	19 1 7 100				2 18 10	01-81-10			12 1 1 28	11-18-08		11-27-08	2-16-10	:::::::::::::::::::::::::::::::::::::::	01-3-3	-	8 2 10				8-14-10		1 9 8	12 23 08	1	7-17-00	12-16-28	
0-6-6	10-10	200		1 1 1		35		80 92 93	19-18-40	10 10		10 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	20 20	18 - 18 - 08	101	200	101		00-08-1	1-21-08	201	ج	80		121		2 - 28 - 10		8-01-00	25 Fi	11-11-08	1-12-07	111 9 98	13-18-09	3-1-10	22-20-00	8 T T T 20	10 P 7	5 17-10	F = 19	2 8 10	2 2 2	80 08		7-13-00	\$ I	1	11-7-01	
	88 ##																																																
一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一一	Attendant	:	TOTAL STATE OF THE PROPERTY OF	With the second	ALCOURAG	Assistant	Attendant ,				Attendent	Lambderer		Might watch	Attornations	ACCOURTS announced and a separation	Attendant	Attendant	Attendant	=	Attendant	Veson	10000 1 10000 1 100000 10000 1	WIEDGER 1000	Attendant			Attend	Attendant	Attendant		Attendant				Wireman	THE THE	•		Apelatant	1	Attack and a second a second and a second and a second and a second and a second an				Attendant		44	
A House		A Paris of the second s	Manager Characters			Anderson, Mrs. P	Abderson, J.				Anderson, L		Andrews H	Awhen Yac	A STATE AND STATE OF THE PARTY	TERLEDE, A. L.	instrong Mrs. Anna	Arnold, Arthur O	Avres. Nettie	5	Ralloma W A	Total D	٠	Sandy, Alfred	Barham, I	Barbam, I	Barbam, K.	ricer. E	Tre Greente	Revre Willens	The Party of the	rth Minnie	Rittle Minnie	Barrelman Dore		selmen Emil	melman Emil	D D	Paret O B	Beesley Gertride	Desiles 7 To	Dansley Mortin	Dada re Manda	Rohe H I	Rendeselt, Gestriale	Rentzine R		•	

Appointments, Promotions, Transfers, Reinstatements

	STATE HOSPITAL	OR THE	AL FOR THE INSANE—Continued.	ontinued.			_
	Position.	Monthly	Date.	Date, if service ended.	Class.	Benarks.	
	Attendant	88	12-28-07	13—16—03	ن نائد	eligible	1
4 1	Attendant	888 888		8	0	eligible	
,	12817 12817	88 ##	121			No chglbie list. No chglbie list.	
		88	7 1 1 1 1	0[-9	10	-+	
	ACCOLUMN AND AND AND AND AND AND AND AND AND AN	88	88	2 - 11 - 8s	00	elgible	
4 * 7	Attendant		11 - 9-08		: ::: :::		
4; 4 ;		88	1 1 1 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	1	, , , , , , , , , , , , , , , , , , ,		
Miles		88	1-17-10 10-17-10		Ö	e du	
4-4	Attendant	88			: :: ::: ::::	6 B	
۲,	Attendant	88	01 20 110		: : ::	elgible	
4-4	Attendant	1 % 1 %	6 24 10			No eligible list.	
		88	8 8	01-12-10	, , , , , , , , , , , , , , , , , , ,	eld pla	
4 ~	Attendant	88	16 (30		- C	eliribe	
_		8	97-97-9		_	eligible.	
		88	99	9	 O C ≅i≥	No eligible list.	
_	Attendant	ន នៅ			_	aleriba	
		28 28		4	: : : : : : : : : :	eligible.	
4 7	Attendant	85	2 - 10	1 N N	Q 42	No eligible list.	
					1	cligible	
	Teamster		0. 11-0		:	elf the	
_	Attendent	8			0	No etglish bat.	
_		20 62	5_1°_5	1-0-h	U 2	14.	

	Mo cligible that. No cligible that.	222222 222222		No certification of the certif	o eligible list. o eligible list. o eligible list. o eligible list. ligeble list. to eligible list. to eligible list.
10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2000 2000 2000 2000 2000 2000 2000 200	:::::::		::.::::	; ; : : : : : :
8688888 86888888 86888888 86888888 86888888	 88888	88888888	88888888888888888888888888888888888888	88888888	20000000000000000000000000000000000000
	Attendant Attendant Attendant Attendant Attendant Attendant Attendant	Laundryman Laundress Night watch Night watch Attrodant Attrodant	•	Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	
Christensen, Cart Christensen, Cart Christensen, Cart Christensen, Iva Clansen, Tom.	Clyde, Mary Clyde, Mary Costre, Mrs. A. Coleman, Catherine Contail, G.	Conway B L. Cook, Eata. Cook, Eata. Cook, Wm. Coulthard, J. F. Coulthard,	F	Currier, Anna. Currier, Anna. Davis, A. J. Davis, Plorence Davis, H. Davison, G. Davison, J.	S T CEST OF S

Appointments, Promotions, Transfers, Reinstatements, etc.

_		
	Bemarks.	No engible list.
	G	COO COCCOCC C C C C COCCCCCC CC
INSANE—Continued.	Date, if service ended.	
	Date.	
FOR THE	Monthly Salary.	######################################
STATE HOSPITAL	Position.	Attendant
	l .	1

No eligible that, No eligible thet,	No chelle life.	556555555	No elgibe list.	No chelbo list.
o coccoc zazazza	U OOOO	O O OOOO	0 00 200220000	00 0 0 0
	12 - 30 - 00 12 - 30 - 00 13 - 13 - 68 13 - 51 - 68			
		12 - 8 - 15 - 10 - 10 - 10 - 10 - 10 - 10 - 10		
8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	88888888 88 888 888	88888888888888888888888888888888888888	888888888888	82888888888888888888888888888888888888
Attendent	Attendent Attendent Attendent Attendent Attendent Attendent	Attendant Laundry Attendant Teamater Attendant Attendant Attendant Attendant	Attendant Physician Physician Attendant Attendant Attendant Plumber Plumber	Phumber Prayman Attendant Lauphres Assistant Lau hirman Attendant Cook Attendant Fireman Cook Attendant Attendant Attendant Attendant Attendant Attendant Attendant
Polent, John Fulerton, Mr. Fulerton, Mr. Gauthler, L. Gerthier, L. Gerthier, L.	Bilbert, C. Bilbert, J. Bilbeot, Allita. Bilbeon, Irvine. Glasspoole, J. W. Classpoole, J. W.	Godown, J. L. Goodente, L. E. Gordon, Arthur Goud, F. B. Grant, E. C. Grant, E. C.	Green, Marie. Green, M. K. Green, M. K. Greenwood, M. E. Griffeth, D. Griffeth, D. Grosskopf, F.	Grosskopf, F. Hall, Maybelle S. Hall, Maybelle S. Hall, O. B. Hanbeck, Pauline Hannk, H. Hannen, M. Hansen, M.

Appointments, Promotions, Transfers, Reinstatemen

	Bemarks.	No cheribe list.
	Class.	HORNENNENNENNENNENNENNENNENNENNENNENNENNEN
Continued.	Date, if service ended.	
INSANE-O	Date.	
FOR THE	Monthly Salary.	288 8888888888888888888888888888888888
STATE HOSPITAL	Position.	Seamstress Carpenter Attendant Attendant Attendant Laundress Attendant Laundress Stenographer Laundress Stenographer Laundry Porter Laundry Attendant
		

NO CHAIDS HAT.	No engine No engine No engine No engine	No chilbs No chilbs No chilbs	Particle on Article on	No elgibe No elgibe No elgibe	No christo bar.	No election of the control of the co	No elgible list.
EXHENERE	ZZZZZ	HOEZZ		ZZ-ZZZ	200022	OCCO ZZZZA	000 000 MMOKNEL
		- 취수구			لما بالمكينين		
86 382338 86 382338 87 382338 88 382338 88 382338	88888 88 483	3468 88888	28888	####### 98888	## \$\$\$ # \$8888	18883 18883 18883	######## #############################
Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	Attendant Attendant Attendant Attendant			itch :::	Plumber Plumber Plumber Aftendant	1111	Attendant Attendant Attendant Fireman Attendant Attendant
		Laundren Fireman Attendar Attendar					
Chara. W. H. Marrisa. Frances James Litable	M. A. a. Julia. E Abertina.	Anna. Chris. E. S. R. F.	Leulla, Marzetta. Ofga	Thos 0 f. D Marie . Eath	Chmball, W. Clmball, W. Clmball, Watter. Clmball, Watter. Clmball, Watter.	Emfl. G. C. Roer Caroine. Emice.	A Reco

Appointments, Promotions, Transfers, Reinstatements, etc.

	Remarks.	No care by the care of the car
	Class.	COCCO COC C C C C C C C C C C C C C C C
ontinued.	Date, if pervice ended.	
INSANK—Continued.	Date.	
POB THE	Monthly Salary.	######################################
STATE HOSPITAL	Position.	Attendant Attendant Attendant Cook Cook Cook Cook Attendant Laundress Laundress Laundress Attendant Laundress Attendant Attendant Laundress Attendant
	Name,	Erana, Agnes Erana, B. Erana, B. Erana, B. Erana, B. Erana, B. Erana, J. Erana, E. Era

No ellection fine.	No clerk be say.
SANT SERVE	OCOCOCOCOCOCOCOCOCOCOCOCOCOCOCOCOCOCOC
4 17 10 0 10 01 0 7 1-10	
### ### ### ##########################	
2822222 2822222 2822222 2822222 2822222 282222 282222 282222 282222 282222 2822 28222 28222 28222 28222 28222 28222 28222 28222 28222 28222 2822 2822 28222 28222 28222 282 282	88888888888888888888888888888888888888
Attendant Anticodant Anticodant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	Attendant
Cathern Agenting Action A. W.	McCheary, M., McDonald, Nellie, McDonald, Nellie, McDonald, Bon. McDonald, Bon. McLonald, Bon. McLiver, R., McMiller, W., F. McMiller, W., W. Mcreer, W. W. Mcyers, Clara Miattel, P., Mohrhauser, E. Mohrhauser, F. Mohrhauser, F. Mohrhauser, F. Mohrhauser, F. Mohrhauser, F. Murphy, Josephine, Murtaugh, W. J. Narverno, T. Nebel, Arthur Nebel, Arthur

Appointments, Promotions, Transfers, Reinstatemen

			Date, if		
	Salary.	D-te	ended.	Class.	Bemarks.
	*8	8 - 8 - 0) 7 - 13 - 10		00	No eligible list.
	60	[00-83-C	N C.	ellgible
	86 \$2	* 61 * 61 * 61	200	0.1	No eligible list.
	(a)	1 00	1	N. O	eligible
			20 - 15 - 15 - 15 - 15 - 15 - 15 - 15 - 1		No eligible list.
		88	10 - 6-09	N. C.	e) grible
	- 88 88		2-5-10	0	No engible fist.
1		1 1 1	0 40 00		
		- 5/1		0	Eligibia list.
:	3 1	01-81-10		L	No el gible list.
	88		8		Original employe.
	8	01-3-+		6	
:	88	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	8-27-00	 O.,	elgible
	38		1		No cligible list.
	16 90	7-16-08	80 -98 -08	L	Eligible uet.
	88	<u>ا</u> ا	2012		No eligible list.
	3 3 3 3 3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	8-11-08	, C	No eligible list.
	8	01-2-10	5-17-10	0	No eligible list.
	88	95		: :: ::	
	38		9		No eligible list.
	8 8			0	
	8 8	80-2-48	Ci.	N. C	No eligible list.

No estgible list.	No christo Hat.	######################################	NO CHEBBS HSC.	Fugible list. No eligible list.
	ZZZZZZZZZZZ	occocco zezzzzzz	CO OOOC XXXXXXXXX	CCCO OCCOCO
3250			8 - 8 - 68 15 - 68 15 - 15 - 15 1 - 15 - 15 1 - 15	
\$66.50 \$1,000 \$1			11	111-131-08 111-131-08 111-131-09 111-131-09 111-131-09 111-131-09 111-131-09 111-131-09 111-131-09 111-131-09 111-131-09 111-131-09
88888888888888888888888888888888888888	8888448888 8888888888	22222222222222222222222222222222222222	128828888 188828888 188888888	83888888888888888888888888888888888888
Twanstown A theoritans	Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	1 - 1 1 1 1 1	Semustress Attendant Laubdress Attendant Attendant Attendant Attendant Attendant	Attendant
	Frank I. B. A. J. B. A. J. B. A. J. B. A. John.		Raw, Florence. Raw, Florence. Rawlende Anna Raymond Gladys Reader, C. W. Rengan, T. J. Rearlon, John J. Reed, Harley	Rems, Scott. Rems, Scott. Reynolds, F. Rice, Flyz Richards, Carrie L. Richardson, F. B. Richardson, F. B. Richardson, E. B. Richardson, E. B. Richardson, T. B. Richardson, F. B. Richardson, F. B. Richardson, F. B. Richardson, F. B.

Appointments, Promotions, Transfers, Reinstateme

Position	Monthly Selary.	Monthly Date, in service Salary. Date, ii	Date.	Date, if service ended.	Chais.	Bemarks.
		21 12 8 8	10 - 9 - 08	6-18-0)	N.C.	No eligible list.
		88		8 89 09	C C	eligible eligible
		8	8	65-12-3	O	eligible
		2 2 3 3 3 3	12 1 1 0	5-1(-10	10	
:		36	- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	3 3	Z Z	eligible
		88		11-23-00	, c	elig Die
		## 88	20 20 20 20 20 20 20 20 20 20 20 20 20 2	100	2 P	eligible eligible
		8	6-20-07	6	ر ا ا	
:		2 % 3 &			0	No eligible list.
		81	12-10-(8	3-31-0	Τ	No eligible list.
		88	8 5	8-8-6	X.	No eligible list.
		8	- 1		N. O.	No eligible list.
		8 8 8 8	10 - 31 - 62	10-11-01	200	No eligible list.
		33	12 - 3	•	: :: :: :: :: :: ::	No eligible list.
		88			: : : : : : : :	No eligible list.
		8 13 13	12 - 8 - 08	3-16-09	C	No elgible list.
D		\$ 65 6 65 6 7 7			0	9
		88 23 23 23 23 23 23 23 23 23 24 24 24 25 25 26 26 26 26 26 26 26 26 26 26 26 26 26	10-12-0		44	No cligible list.
*******		16 16 16 16 16 16 16 16 16 16 16 16 16 1	3	11-10-08	C	No elirible list.

No eligible list.	No eligible list. No eligible list. No eligible list. No eligible list.		No entrope introverse interpretation of the control	
0 000 000	000 000	OOO OOO	OCCCC	DOCO DO DOCO
			38 \$8888 	
				10-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-
#12232233 #122322333 #12232233 #1223223 #1223223 #1223223 #1223223 #1223223 #1223223 #1223223 #1223223 #1223223 #122323 #122323 #12232 #1223 #12232 #1223 #12232 #12232 #12232 #12232 #12232 #12232 #12232 #12232 #12232 #12232 #12232 #12232 #1223 #12232 #12232 #12232 #12232 #12232 #12	8868888 8868888	88888888888888888888888888888888888888	88999888 88999888	#3882445# 5889588888888888888888888888888888888
Attendant Attendant Attendant Attendant Attendant Attendant Attendant Assistant Attendant Attendant	Attrident Attrident Attrident Laborer Attrident	Attendant Attendant Attendant Attendant Attendant Attendant	Painter Laundryman Attendant	Attendent Attendent Attendent Attendent Attendent Attendent Mason assistant Attendent Night watch Attendent Attendent Attendent Attendent
Menda John Menda Norman O J.	on, Chair frig. H. Wm. Y, Fila	Annan Anna Elard L	H Fred. Britisher. G. R. F. R. Oscar.	Thomas, M. Thomas, Mrs. Thomas, Mrs. Thomas, P. W. Thompson, John M. Thompson, Ole Torrey, M. Trepish, Otto Trepish, Otto Trevitt, Louis E. Turner, Belle. At Turner, Belle. At Turner, Belle. At

Appointments, Promotions, Transfers, Reinstatemen

	Bemarks.	No eligible list.
	Classe.	HZZZZJJJZZZZZZZZZZZZZZZZZZZZZZZZZZZZZZ
ontinued.	Date, if service ended.	
NSANE—Continued.	Date.	
FOR THE	Monthly Salary.	######################################
STATE HOSPITAL I	Position.	Cook Attendant Attendant Attendant Attendant Assistant Cook Attendant
	Name.	Ulrich, M. Vamie, Chas. Van Hewen, A. Van Seggern, Emma. Vensel, Antonette. Verhagen, W. Viestructz, Alma. Vopalensky, A. Vorard, H. B. Vard, H. B. Vorard, H. B. Welsh, Jas. Welsh, Jas. Welsh, Jas. Whalen, W. B. Whalen, W. B. Whalen, W. B. White, M. F. White, Marion. Willed, P.

No cligible list.		No eligible list.
S COC C CCC	Ä.	H4444440044400444
1 - 2 - 00 - 00 - 00 - 00 - 00 - 00 - 00	CHILDREN.	9-18-06 2-14-10 12-24-08 12-24-08 12-21-10 13-31-09 2-81-09 2-81-09 2-81-09 2-81-09 2-81-09 3-31-09 3-31-09 3-31-09 3-31-09 3-31-09 3-31-09 3-31-09 3-31-09
	EPENDENT	
62888888888888888888888888888888888888	FOR D	21128888588588844844544 88888888844484448444
Cook Fireman Cook Attendant	STATE PUBLIC SCHOOL	Matron's assistant Laundress Day nurse Night nurse Night nurse Night nurse Laundress Teacher Nurse Cook Matron Tencher Cottage girl Cottage girl Cottage girl Nurse Cook Matron's assistant Nurse Matron's assistant Matron's assistant Matron's assistant Matron's assistant Matron's usessivant Farmer's helper Nurse Matron Nurse Matron Nurse Matron Nurse Matron Nurse Matron Nurse Matron Nurse
Wilson, M. A. Wilson, Whitson, Free Whitson, Free Wolf, Laun Wyatt, H. L. Yager, Carrie, Yager, Carrie, Yager, Geo. Szech, Leula. Szech, Leula. Szech, Leula. Zielke, Ida. Zielke, Ida.		Albert, A. Allen, Carrie. Allen, Grace. Allen, Grace. Allison, S. Alwig, Tena. Alwig, T. Avery, C. Anderson, Ethel. Arnborn. Laura N. Bacon, Nora. Beebe, Alice. Bentley, Alma. Berkholtz. Anna. Borchers, Hedwig. Borchers, H. Borchers, H. Bright, F. J. R. Bright, Jennie. Bright, Jennie. Brooks, Mary.

Appointments, Promotions, Transfers, Reinstatements, etc.

	
Bemarks,	St. Butzency.
28	No cligible list.
Olem	00444444404040044444000000400
Date, if service ended.	1
Date.	
Monthly Salary.	\$88528888888888888888888888888888888888
Position.	Farm superintendent Matron Laundress. Chambernsaid Matron's assistant Nurse Cook Nurse Cook Nurse Driver Matron Cook Dinug room girl Matron Sinte agent Matron Sinte agent Matron Sinte watch Nurse Cook Night watch Cook Night watch Cook Night watch Cook Night watch
Name,	Clark, H. L. Clark, Mre Cobern Roth Cobern Roth Coss Yeal Crabey, Mar Coss, Yeal Crabey, Mar Davis, R. Davis, R. Davis, R. Davis, R. Davis, Ruth Coss, Lettic Davis, Ruth Cost, Lettic Davis, Ruth Cost, Lettic Davis, R. Davis, R. Davis, R. Davis, R. Davis, R. Cost, Lettic France, B. France, B. France, B. France, B. France, F. France, R. Goldbeck, F. France, R. Goldbeck, F. Goldbeck

No eligible list. No eligible list. No eligible list. Original employe. No eligible list.	No eligible list.	Charles engine e	No engible list.
440444044	#0740444-		1-1-1-0000-1-1-0000-1-1-1-1-1-1-1-1-1-1
		1-31-30 1-31-3	
######################################	88888888888888888		### ############ \$\$\$\$\$\$###################
Cottage girl Nurse Tracher Dising room girl Night watch Driver Matron Farmer's helper Day nurse Chambermaid	Matron Nutron Matron Mutron Mutron Mutron Mutron Matron Ma	Nurse Teacher Nurse Cottage girl Cook Cottage girl Matron's assistant Laundress Nurse Nurse Nurse	
200 ' 60			King, Lens Koss, Tesl. Kross, Tesl. Kryl, Anna. Kryl, Hattie. Lawrence, H. Loomis, Elsie M. Lovell, A. Lovell, A. Lovell, A. Lovell, A. Lovell, Name Refers, M. Locarthur, E. Locarthur,

Appointments, Promotions, Transfers, Reinstatements, etc.

_		<u> </u>
	Bemarks.	Original employe. No eligible list.
atinaed.	Class.	
CHILDREN-Continued.	Date, if service ended.	
	Date.	
FOR DEPENDENT	Monthly Salary.	\$2828282828282828288882828288888888888
STATE PUBLIC SOROOL PO	Position.	Matron's assistant Matron's assistant Matron's assistant Laundress Teacher Matron's assistant Nurse Matron assistant Nurse Matron assistant Teacher Matron M
	Name.	Mitchell, Helen Moon, R. Morges, Anna Morges, Anna Morges, M. Minnell, Helen Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Nicholson, E. Perry, Alla Perry, Alla Plere, Saite Plere, M. Purdy, A. Purdy, A. Purdy, A. Purdy, A. Banum, H. E. Banum, L. Antoinette Boberts, Antoinette Boberts, Antoinette Boberts, Antoinette Boberts, M. M. Borers, M. M. Bores, M. M. Borers, M. M.

Original employe. No eligible list.	No engible Bit.
<u> </u>	#7774444440004
	8ANITABIUM. 99 77 1 1 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2
######################################	1 7
Matron Number Nu	Laborer Waltress Ceneral work Storekeeper Fireman Nuree Cook Laborer
Titestation, N. Marketter, N. Marketter, Mar	Alterman, L. Abderson, Cora, Ayers, Frank, Ayers, Frank, Ayers, Frank, Ayers, Frank, Baumgartner, R. Baumgartner, R. Baylls, Es. Bergholtz, E. Bergholtz, Edw. Blunt, Lucy Bottoms, J. E. Bowen, E.

Appointments, Promotions, Transfers, Reinstatements

-		Interits, Fromotions, Transpers, Itemstatements
	Bemarks.	No charle list.
	Class.	4404044C4444400040+
inned.	Data, if service ended.	8 88 8
RTUM-Cont	Date.	
S SANITA	Monthly Salary.	\$5888888888888888888888888888888888888
TUBERCULOSIS SANITARIUM—Continued	Position.	Laborer Seamstreag Laundryman Laborer Fireman Waitreag Cook's assistant Laborer Laborer Nurse Rundreag Laborer
	Жате.	Bowen, M. Bowen, M. Buckt, O. Bucsteton, Marle J. Bucktolts, Ed. Connbbell, J. Coop, Roy Corbett, Alice, Cook, Flr. Corlish, Bella Davis, A. Detrickson, Devina. Detrickson, L. Ewards, G. Ensita, Re. Ensita, Re. Felix, John. Felix, John. Felix, John. Grach, Theres Griffith, Deborah. Grossy, Sophie. Griffith, John. Grossy, Sophie.

	Temporary.	
24165155555	No elgible list.	No eligible list.
HE HE HOLL LE COL	04464644446644444	
2008 8008 8000 100 100 100 100 100 100 10	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	12
8884444444 8884444444 89868	88888888888888888888888888888888888888	8
Beatmateres Nutres Chief cook Laborer Laborer Teamster Nurse Laborer Kathantes Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer	Nurse Laundress Laundress Nurse Laborer Laborer Laborer Laborer Laborer Laundress Matron Storekeper Assistant cook Laundress Matron Storekeper Assistant cook Laborer Laborer Laborer Laborer Laborer Laborer	Laundress Laborer Laundress Chief cook Assistant cook Superintendent Assistant engineer Waitress Hend nurse Laborer Laborer Storekapput Laborer Fireman
Constitution of the consti	Eange, Anna. Lange, Ella. Lange, Ella. Lange, Ella. Leidgen, E. Lewis, David. Lohla, F. Lyons, M. Machin, F. McSorigal, L. McChulty, Owen McCris, E. Mcoris, E. Morris, E.	Nabor, Annie, Neumeyer, Clara, Oliagar, Ora, Oliagar, Jos. Otwich, Julia, Paull, C. A., Peterson, Jennic, Pugh, J., Pugh, J.,

Appointments, Promotions, Transfers, Reinstatements,

	TODESTON CANITABLE COLUMNS CONTRACTOR	TATIVES OF	1000-W017	Talmort.		
	Position.	Monthly Salar,	å	Date, It	Class.	Bemarks.
Assistant Waitress	cook	25	20 to	00 91 01	14.	No eligible list.
21	Deer		96 8 91 - 14		0	Eligible list.
Lulmares	******** ** *** ** * * * * * * * * * *	8 15-	98-1		M.	No english ast.
Nurse .		88	0 8	1-67-03	0,0	No eligible list.
Nurse Laundress	************************************	88		100	2-1	No charlole list.
Laborer.		8	11-8-00	3-31-10	:	
Physician		88	111	90	:	No eligible list.
Laborer		12 Sept. 12	100		5.4	No eligible list.
=	glater	8	10-1-01		0	No eligible list.
Orderly		8 9 9	E-11-00	1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	T	
Ordelity		8	01-1	:		No oliethe list
orderly Orderly		88	10 10			No eligible ligt
Wattress		17 00	3-18-00	8-1(0)	F	
Waltrens		88	11-3-02	12-21-0		No eligible list
Laborer		36	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			
E	per	8		84 18 19	0	eligible
Laundry		81	101	60-0,-		No rugible list.
Cook	:	86 88			: :	No eligible list.
abore.		8	00 00 00	\$ 		_
Assistant	engineer	9	11-11-0		5	_
Laborer	***************************************	22%e hr.	8-1-03	:	 :::	-
Laborer		92%c	100		7	No eligible list.
Nurse					1	Transferred.
Laborer		光谷	1 1 1 6		1	eligibe
Waltrens		<u>-</u>		W. W.	-	No eligible list.
I MOOTEL	** ***	36		10 mm	: 4,	THE PARTY CALL

7	1
United	i
3	ľ
4	7
*	1
2	Į
3	Ī.
_	
•	å
₹	7
4	1
ST.LIMB	Č
۷	3
Σ	3
q,	7
7	,
	ŕ
Ξ	t
11	ŗ
4	i
O	ì
×	
¥	١
w	
WIGOON	
>	
•	

-	Ap	po	nin	ats	76	93	ıt.	3,	1	7	0	191	0	ti	01	74.5	,	7	19"	a 1	18	fe	18	,	R	ei	n	ste	ıt.	en —	ne	371	ts,	_	eto	2.	-
					,	į.							ą.								di.						1	Beinstated.		ŕ			Promoted.				
	No eligible lint.	No eligible list.		No eligible list.	Eligible list.		Filethic Ner	No ellethia list.	Elgible list.	Elleribbe list.	Eligible Hat.	No eligible list.	Original employ		Ellgible Bat.	No eligible list.	No clighbe list.	Eligible line,	No elig ble list.	Fugible ust	Original employ	No eligible list.	No eligible liet.	No eligible net.	Engione per.	Eligible list.	Original employ	No chilibre list.	No ellrible list.	Original employ	No eligible list.	Electric test	No elicible for.	No eligible list.	No eligible list.	No eligible list.	No eligible list.
	0		0	T.	20	-	ic	,	O	Ö	0	0					Č				ç	0) 	O	0	Die		0	0	0	00	0		50	· · · · · · · · ·
		3	20 - 21	01-83-8		ት 8 1		1	9	2112	**********	***********	:	:			01-10-10	38		***********		•	***				87	10 8 00		1.187.68	_	6-6-03			12-18		
	01-88-9	88 	0. 18			- 14 · ·		20 123	00-126-1	7 28 18	2 12 19	1	139 64-69	_	01-11-1	2 Z		N-11-11			3-1-62	87.1	10 20	200		60	10-14-05		8 1	8	11-19-07	100		10 5 00			12-58-60
	900 00	16 es	8	8	88	38	38	8	88	8	8 22	8	50e ht.	B 22	8	12	8	31	28	38	90 00	8	81	8 1	88	8	00 00	# # # # # # # # # # # # # # # # # # #	25	2	00 00	8	00 99	8	88	88	8
	-	Tardman Tardman		Matron aggistant.		Thefire sport of the		atent	Guard	:	Guard	Neeper	Organist	Chaplala	Guard	Band	Keeper	VIUMENT	Andreas albana	Negora		Guard	Ketper	Cubro.	Guard		Guard	Guard		Kener	Yardman	Gunrd and band	:	Neht captain	44	Kerrer	тярћег
	A. T.	Andrews, Mr. C. J	L	Benson, Mrn. G. A	Branchd, F. F.	Drown of Francisco	B	I upadi	The Tax	Cummings, E. E	Dabl thas J	Dempsey, W	40	Dowling, S. J.	Sect. Cars S	Lagicherger, W. K.	George E. A	Walaur, U.,	Kramor 12 D	Lawrence, Adam.	C. H	Lynn, J	Lynn, J	Lynn, d. A	Mashek F	Mattlagly, J P		Meritoy, F. A		H, J	~	Melle, C.	Peterson, I.	Peterson, L.	Pettlbone, C. A	Saxton, A. H	Schroeder, G. H

Appointments, Promotions, Transfers, Reinstatements,

WISCONSIN STATE PRISON—Continued.	Monthly service Salary. Dute, if Benarks.	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	UNIVERSITY.	Sept. Emergency Emergenc
WISCONSIN	Position.	Guard Guard Keeper Physician Guard Carpenter Assistant Guard Physician Keeper Assistant matron		Thresher Laborer Super intendent dairy tests Clerk Herbarium work Herbarium work Clerk Cle
	. Name.	Seeley, H. Seeley, H. Sexton, A. H. Sieyster, Dr. L. Smith, J. D. Stack, Geo. Tichnor, Wm. Viel, A. T. Weaver, Dr. L. A. Young, E. L.		Abrahamson, O. Ackert, John. Ackert, J. J. Adams, Ellen. Adams, Florence. Adams, Florence. Adler, Sigmund. Alberg, Arthur. Alberg, Arthur. Alkander, J. Alsmeyer, E. O. Anderson, G. Anderson, G.

Temporary and intermittent. No eligible list. Student. Student. Student. Student. Student. No eligible list. No eligible list. No eligible list. No eligible list. Student. Student. Student. Student. Student. Student. Student.	Temporary. Temporary. Temporary. Temporary. Temporary. Temporary. Temporary. Eligible list. Student. Eligible list. Student. No eligible list. Transferred to Libratighte list. Eligible list. Transferred to Libratighte list. No eligible list. No eligible list. Temporary. No eligible list. Reinstated. Reinstated. Reinstated. Reinstated. Reinstated. Reinstated. Rudent.
# 11	· · · · · · · · · · · · · · · · · · ·
- 구수주 4 구 ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	ුකුදුව දෙද අතුත්වයේ දෙද දෙදා කරගත ් දෙදා දෙදා කර
Jamitor Weitras Laborer Laborer Clerk Clerk Clerk Clerk Clerk Laborer and tanm Carpedtar Plano Plano Assistant shepberd Laborer	Laborer Laborer Laborer Laborer Assistant Assistant Assistant Assistant Assistant Laborer Charwoman Farmer Teamster Teamster Teamster Teamster Teamster Laborer Laborer Laborer Laborer Laborer Charwoman Farmer Teamster Teamster Laborer
West of the control o	Laboratory Laboratory Laboratory Laboratory Clerk Assistant Assistant Assistant Laborat Labora

Appointments, Promotions, Transfers, Reinstateme

	Bemarks.	Student. No eligible list. No eligible list. No eligible list. No eligible list. Riigible list. Eligible list. Transferred to Chad. Hall. Student. Student. Student. Student. No eligible list. Student. Student. Student. No eligible list. Student.
	Olass.	MUTUTUO MAO MATUMUO MO MO TUTEMEO.
	Date, if service ended	
tinued.	Dete.	
UNIVERSITY—Continued.	Monthly Sulary	187.08 8
UNIVER	Position.	Assistant Waitress special Waitress Waitress Waitress Dishwasher Janitor Laborer Janitor Houseman Assistant Stenographer Student Secretary school of music Machinist Assistant Student Secretary school of music Assistant Assistant Assistant Laborer Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant
	Name.	Blankenheim, E. Blankenheim, E. Blankenheim, E. Blankenheim, E. Blankenheim, Lottie Blizzard, Belle. Blizzard, Belle. Blumenstein, A. Blumenstein, W. Blumenstein, W. Bouen, A. P. Bolt, Walter. Bolt, Walter. Boyd, W. F. Brabant, J. Brabant, J. Bradee, Emma. Bradee, Emma. Bradford, Anne. Braun, F. C. Braun, F. C. Brettenbach, Anna.

	Hoath.	
Wingstate the Market Strategies of the Market	Student, Eligible list, Eligible list, Eligible list, No eligible list, Student, Student, Eligible list, Eligible list, No eligible list, Fligible list, Eligible list,	
Trespondent Trespondent Trespondent No eligible English Englis	Student, Eligible lis Eligible lis Eligible lis Temporary Student, Eligible lis	Figible 1 Eligible 1 Eligible 1 Eligible 1 Eligible 1 Student. No eligibl Student. Tempora. No eligibl Original
#0:10:04:0MM 1:1MZ	Nanaaaa Nanaaaa aa ka	70000M04MM0404
3 858 3 3		99 98
1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		
888 8 - 8 8 \$648348834 5349 888	224 224 224 224 225 225 225 225 225 225	20288 31 80888 31 8088888888888888888888888888888888888
	Laborer Farmer Laborer Charwoman Laborer Assistant Waltress Messenger Draughisman Tremneter and team Carpenter Laborer Tremneter and team Assistant Stenographer	Cook Stenographer Laborer Clerk Janifor Assistant Carpenter Laborer Clerk Cler
TOWN WE WE WANTED TO THE PARTY OF THE PARTY	Buser, Aifred. Buser, W. Butler, Wr. Butler, Co. Butler, Geo. Butler, Geo. Butler, Inca. Caligan, John A. Caligan, John A. Caligan, John Caligan, W. Carry, Thos Carry, Thos Carry, Thos Carry, Thos Carry, Carry, Fred. Carry, O. Carry, O.	Carroll, Marg Carroll, Monica Carry, J. F Chasty, J. F Chasty, Eunice M Chast, Chas Chapman, A. J. Chapman, A. J. Chapman, R. E. Charles, Luclic Charles, Luclic Charles, Luclic Charles, Luclic Charles, Luclic Charles, Juck

Appointments, Promotions, Transfers, Reinstatement.

ONLYM	UNIVERSITY—Continued.	noed.			
Postion.	Monthly Salary	Date	Data, if service ended.	Olese.	Bemarks.
Blacksmith	9	01-91-9		4	No eligible list.
		1 8 1		,	DOCETY
		0 10	2-11-10	7	No eligible list.
化甲基苯酚甲基甲甲基苯甲基苯甲基苯酚 化二甲基苯酚 化甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲基苯甲	28	L	d,		eligible
Oharwoman	ğ	12 - 25 - 25	26 1		
	7108	֓֞֞֜֞֜֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֡֓֓֓֓֓֡֓֡֓֓֡֡֡֓֡֓	2	i	
Legotes.	18	181		BX.	Student.
	2 00d	ŀ		0	No eligible list.
	8 9			0,	Elgible Hat.
-	888	101	700	40	Eligible 11st. Decreoted
	38	§			
	12.5°		11-3-00	I	Temporary.
	2 00d	:	8-7-10	H	No eligible list,
<u></u>		_,	********	:	Englishe unt.
A CAMPAGE CONTRACTOR C		- 1-		F	Reinstated
dairy tests		· づ		Ç	Elgible list.
***************************************		e.		Ö	Edigible list.
Nurse		1	01 85		No eligible flat.
_		ı			Student.
			\$ []	O	Eligible list.
				: : : : : : : : : : : : : : : : : : : :	Temporary.
	7.26	F 2	***************************************		No eligible list.
Carpenter				; 3c	Ke alleible Mar.
Supervisor dairy tests				Ž.	Student.
Supervisor dairy tests		7-1-		Coe	
APP.		Y	8 - I	EK	Student.
	Position. a dairy tests	Postion. Postion. Siry tests. Siry tests. Siry tests. Siry tests. Siry tests.	Fosition. Salary	Monthly Date Salary Salary Date Salary Salary	Position

Eligible list. You cligible list. Ext. Student. Ex. Student. Student. No eligible list.	Temporary. Fligible list. No eligible list. No eligible list. Student. Temporary. Temporary. Student. Student. Student. Eligible list. Student. No eligible list.	
2 000 1 - 1-08 3 500 1 - 1-08 3 500 1 - 1-08	25 25 25 25 25 25 25 25 25 25 25 25 25 2	
Supervisor dairy tests Cook Teamster and team Assistant Assistant Waltress Olerk Teamster and team Assistant Teamster and team	Laborer Clerk Waitress, special Waitress Waitress Waitress Waitress Waitress Waitress Waitress Machinist Assistant Assistant Charwoman Charwoman Charwoman Charwoman Charwoman Freman Laborer Stenographer Stenographer Stenographer	
Orbber, M. E. C. Oulver, H. E. C. Ounningham, J. S. Ounningham, J.	Ournyn, John Ourran, Gwen. Ourtin, Hannah Ourtin, K. Ourtin, K. Ourtis, F. F. Curtiss, Jos. C. Cushing, W. T. Cutler, Gora Cutler, J. A. Dahlke, P. A. Dahle, Bridget Dale, Mrs. Davis, Jennie. Davis, Jennie. Davis, Jennie.	•

Appointments, Promotions, Transfers, Reinstatements, etc.

Name.	Position.	Monthly Saiary.	Lule	Date, ir service ended.	Olass.	Remarks.
Davis, Robt.	Assistant	0	80-6-3		EN C	Student.
4	Assistant				K	Student.
	Cook	# 28	Ī		7	No eligible list.
Deming Dogs	Standaranhor				¥ (•
-	Stendard Liver	16	76			
_	Laborer		I	8		Flight list. Temporary.
Diebold, Wm.	Teamster	95 00			1	_
•	Assistant	•	01-38-7:		Ex	dent.
ب	Stenographer	2 00d	1		Ex	Student.
٠.	Stenographer		န္ဂ		Ex	Student.
Dittingr, W. J.	Assistant	D			Ex	Student.
Dobook Mary	Assistant	5	7		E N	Student.
d. R. L.	Assistant				NA.	Student
Dodge. P. C.	Computor		ا اح		1	Ztudent.
Doe, Ethelyn.	Assistant university editor.	8	1 2 3 3 4 3 4			Eligible 18t.
	_	75 8	19		0	
	Carpenter	48	\$		L	Eligible list.
Dolle, Chas.	Laborer	*27.	6-16-10		<u>ر</u>	No eligible list.
Donin, John	Janitor	ි ලි		2-8-00	0	No eligible list.
Donoler, Marg	Assistant		 - 3			Student.
Danehertw M	Dishusaher	384				ransierred.
Dreher A O	State Orden(ger	38	ا م	•	72	
×		Per diem	7.	•	: : : : :	Filosible list
M		2 00d	: 83			
		20 00	Š		0	
×	Supervisor dairy tests	2 00d	90-12-6		Ex	•
7	•	1 000 c 1	8-19-00	20 Ki-u	L	Temporary.
	Supervisor dairy tests	2 00d	4	• • • • • • • • • • • • • • • • • • • •	C	Eligible list.
•	Bookireper		ap.		Z. C.	
TA MOU	Tehores	40 00	<u>.</u>	9-1-10	0	Eligible list.
Drie I. G.	Assistant	7 E	क्षः		L	Temporary.
3	TALL LABOR		÷;	•	Ex	Student.
4		38	10 10	:		No engible list.

					Π		ı,																																
	No ellgible list.	Rtudent. Temborary	No eligible list.	Willeston.	No elimine list.	Elleible list.	Title changed from stenog'ber.	Student.	No eligible list.	Eligible list.	Student.	No english nat.	Kinglore list.	Tour nation	Temporary.	No eligible flet.	"I'm to the to	Student	Temporary.	Student.	Fligible list.	Keinstated.	Meintated,	No eligible list	••••	ellrible	ë ë	Eligible list.	Eligible list	Filgible list.	Student.	No engible flat.	Finergency.	Student	No elicible list	Figure 11st.	Student.		Eligible list.
- E	7	M	L	KK	5	0	Ö	K	7	0				XX	:		5-		ر	Ex.			4	FX	: :		11	I	0	::	k Ki	:	0			:	Ä	I	L
	9-11-11	94	200						12-22-08				0[88						13-31-6			*** *** ***								10 P 100				: : : : : : : : : : : : : : : : : : : :	001.0	01-36-1			ļ
01-0-1	2	18		10-1-08	10 -16 -06		2 - 1 - 11 - 12 - 12 - 12 - 12 - 12 - 1			֓֞֝֟֝֟֝֟֝֟֝֟֟֝֟֟֝֟֟֝֟֟֟֝֟֟	30 1 1 - 38	10 - 31 - 68			ī	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	֓֞֞֞֟֞֟֝֟֝֟֟֝֟֝֟֝֟֟֝֟֟֝	16 15 03	ရိ	7	3-31-10	() () () ()				S-124-19	11 25	11-31-0	- 6-0g		11-38-00	9.5		6 . 			12-6-09	9-1-8	00 - 00 - 01 - 01 - 01 - 01 - 01 - 01 -
3	ā	ěš	8	ទី	88	90	8	9	5	12	5		8	5	3:	200	- 1 0 2 2	18	ő	455	000 s	8	§ .	G :		3	4	8	Ş	S	ር የነ	3.4	- OC-	5.8	9 674	36	ି ଚ	2 21	d S
にはなって		A BOSTON	Talkering	_	Mountaine	Wall Frame and abate -			Laborer and (eath).		_	_	_	Angletant	Clerk	Student						Bell maid	Bell mald	:		CC altron		Shop agglesht		('lerk	Typwariting	Typewriter	Parchaelag department	Assistant	Application of the commence of		Acaletant forestations	٠	
	der the la Phinada	The street of th		Ellaworth, C	Sthory, John		D. M.	aher M. R.		*artio, O. W	ernham, F. J	7	anerbach, Walter	sulkes, Marie	blendt, E	Fenlandt, E.	ery, Lucian	Pieldhouse W	inton. Edwin	TOTAL TOTAL	Plaher, G B	Fitzpatriek, F	tzpatriek, M	tepatrick, H.	Fletcher, Al.	Flood July		Firm, Raymond			Œ	Ford, Stella	Foreman, C. J.		Fourkes, Marie.	Power, d. F.	France, L. M.	asc, Louise	Franzen, Ph. M.

Appointments, Promotions, Transfers, Reinstatemen

	UNIABI	NIVEBBITY—Continued.	tinued.			
Name.	Position.	Monthly Searth	Date	Date, if service erded.	Class	Remarks
Priett, C. Fryette, E. Fruss, Gertrude Fuss, Kate Fuss, Mary Gauser, Pauline Gauser, Pauline Gauser, Pauline Gauser, Pauline Garski, Anna Garski, Anna Gauser, Cella Gaulke, E. Gentle, E. Genetake, E. Gerer, D. L. Gerer, L. Gerer, L. Gerer, L. Gerer, L. Gerer, L. Gerer, L.	Laborer Assletant Charwoman Charwoman Charwoman Janitress Waitress Waitress Field organizer Waltress Fireman Laborer Cook, sesistant Cook, sesistant Assistant Cherk Registration cierk Assistant Assistant Assistant Assistant Assistant Assistant Cherk Registration cierk Assistant Assistant Assistant Assistant Cherk Registration cierk Assistant Cherk Registration cierk Assistant Cherk Assistant Assistant Cherk Assistant Assistant Assistant Cherk	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	######################################			Temporary, Student, Eligible list, Eligible list, Eligible list, Eligible list, No eligible list, No eligible list, No eligible list, No eligible list, Student,

gradent. Student. Student. Student. Student.	Student. Eligible list. No eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Student. Student.	Fligible list. Engible list. No eligible list. No eligible list. Emergeney. No eligible list. Kligible list. Student. Student.	Eligible list No eligible list. Eligible list. Figible list. Salary locreased. Eligible list. No eligible list. Eligible list. Tremporary. Figible list. Student. Student. Student.
8 8 8 8 8 8		2 8 8 9 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
88888888888888888888888888888888888888			2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
Assistant Assist	Chork attendant Chark attendant Charwozan Mechanican Carpenter Assistant Assistant	Laborer Teamster Laborer Laborer Typewriter Arelytant Home Ec	Stenographer Carpenter Fupervisor dairy tests Foreman Foreman Laborer Assistant Carpenter Assistant Stenographer Carpenter Assistant Stenographer
Grade, Elizabeth D. M. Construction of the Con	Griffin, Greco. Griffin, Greco. Griffith, Trevor B. Griffishy, Anna. Griffishy, A. E. Griffish, T. E. Griffish, A.	Orion Henry Hank, Augusta Hank, Augusta Haller, Geo, C. Hall, Geo Hall, M. Halversco (velia Halversco (velia Hambrecht, A. L.	Hanchett, D. B. Hangrud, John Hangrud, John Hansen, H. T. Harris, Ray T. Harris, Ray T. Harris, Ray T.

Appointments, Promotions, Transfers, Reinstatement

Position	Monthly Sulery.	Dave.	Date, If service ended.	Class	Bemarks.
Charwound Charwound Supervisor dairy tests Laborer Stenographer Caborer Barth. Will Laborer Laborer Laborer Barth. Truth Laborer Laborer Laborer Barth. Oscar Laborer Labo	## ## ## ## ## ## ## ## ## ## ## ## ##			HOOHMAMAHAHAMAHAHAMAMAOOHM	No eligible list. Eligible list. Original employe. Beinstated. No eligible list. Student. No eligible list. Eligible list. No eligible list. Student. Student. Eligible list. Student. Student. Student. Student. Student. Student.

					
		Temporary.			
Student. Kligible list. Kligible list. Kligible list.	Student. No eligible list. Fligible list. Student. Student. Eligible list.		No eligible list. Eligible list. Student. Student. Fligible list. Student. Eligible list. Eligible list.	Student. Student. No eligible list. No eligible list. Student. Student. Student. Student. Student.	Student. Student. Temporary. Student. Student.
HHOOL		HOOHHH	THEOMINE THEOMINE	揻찞뎍ᄓ찞찞찞찞찞	
	010	6 - 10 - 10 - 10 - 10 - 10 - 10 - 10 - 1	5-100		10—16—09
		<u> </u>			22223
388 8			8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	11 2352335533 255335553	8 8 8 8 8 8 8 8 8 8 8 8
Laborer Clerk Clerk Attendant	Dishwasher Steam fitter. Assistant Student Laborer	Laborer Stenographer Clerk Laborer and team Laborer Waitress, special. Assistant	Waitress Kitchen girl Assistant Assistant Janitor Assistant Janitor Assistant Janitor, assistant	Assistant Assistant Waitress Waitress Assistant Assistant Assistant Clerk Clerk	Assistant Assistant Laborer Assistant Assistant Assistant

Appointments, Promotions, Transfers, Reinstatement

	Remarks.	Emergebey, No eligible list. Eligible list. Eligible list. Student. Student. Student. Student. Student. Student. Student. No eligible list. Student.
}	Class.	THEOOOMEROTHTHE THOOPEN TO A MANAGE
	Date, if service ended.	
tlaved.	I'nte.	
UNIVERSITY-Continued.	Monthly Sti. ry	a 8a 8i
UNIVE	Position.	Laborer Laborer Assistant Carpenter Laborer
ļ		

Student. Memorated. Student. Student. Kligible Mat. No eligible Mat. Eligible Mat. Eligible Mat.	Eligible list. Student. Student. Eligible list. No eligible list.	Temporary. No eligible list. Student. Student. Student. Student. Student.	Eligible list. No eligible list. No eligible list. Student. Student. Eligible list. No eligible list. No eligible list.	Student. Student. Student. Student. Student. Student. Student. Temp. and intermit. service. Eligible list. No eligible list. Student Student Student Temporary.
M-MMO-100M-		<u></u>	OCCUPATION A	RNESTERTONG
	8			
24 3-8 88##888##8		254445 8445 845 8	25 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	18888888888888888888888888888888888888
Assistant Cherkent Cherkent Cherkent Cherkent Waltres Cherkend stenographer Waltres Cherkend stenographer Kiecticlan Assistant	Clerk Assistant Assistant Astendant Labouer Assistant	Firman. Waltres Laborer Laborer Laborer Laborer Suborer		Assistant Assistant Assistant Assistant Assistant Assistant Emborer Assistant Stenographer Firemon Stenographer Assistant Assistant Assistant Laborer Laborer

Appointments, Promotions, Transfers, Reinstatem

•		
	Remarks.	No eligible list. Eligible list. Eligible list. Temporary. Student.
	Glass.	TOOOTENERTHEOOTENETTTENTOONS
	Date, if service ended.	3 11 10 3 11 10 3 11 10
tinued.	Date	
UNIVERSITY—Continued.	Monthly Salary	533 8 888 884 \$1888 888888888888888888888888888888888
UNIVER	Position.	Laborer Architectural draughtsman Clerk Messenger Laborer Assistant Messenger Copyholder Copyholder Cook Janitress Charwoman Assistant Messenger Messenger Messenger Messenger Messenger Assistant Assistant Clork Clerk Clerk Assistant
	Name.	Lavney, H. Lawrence, E. Lawrence, E. J. Lawrence, E. J. Lawrence, E. J. Lay, Joe. Le Clair, C. A. Leiden, Hebe Leiden, Hebe Leiden, Hebe Lemberger, G. Lent, W. F. Leonard, A. Leonard, A. Leonard, A. Lewis, C. L., Jr. Lincoln, B. Lincoln, B. Link, Ellen. Link, Ellen. Link, Ellen. Link, Ellen. Link, Ellen. Link, Leo. Link, Heliz. Link, Leo. Link, Heliz.

Student. Btudent. Student. No eligible Het. Original employe. Eligible list.	Eligible list. Eligible list. Temporary. Eligible list. Eligible list. No eligible list.	Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. No eligible list. Eligible list. Eligible list.	Eligible list. Student. Student. Student. No eligible list. Student. Emergency.	Student. Etigible list. No eligible list. Emergency. Student. No eligible list. Student. Student. Student. Student. Student. Student. Student. Student. Student. No eligible list. No eligible list. No eligible list.
20 8 20 8	00044404	######################################		66 68 69 71 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7
		2 - 4 - 7 - 7 - 7 - 7 - 7 - 7 - 7 - 7 - 7		
### ## ## ## ## ## ## ## ## ## ## ## ##	24 **		888838528	5 050 65 A
- It is all the second				
Lapinski, O. Angistant Lunierath, A. Waitress Lynch, Mahet. Lynch, M. Waitress Waitress Waitress Waitress	Finness Stenographer Stenographer Fearmater Teamater Laborer Laborer Bupervisor dairy tests.	Laborer Charwoman Charwoman Charwoman Stenographer Laborer Cherk	Assistant Laborer Laborer Characonan	Mahoney, E. P. Assistant Malaney, E. P. Cook Marata, J. B. Janitor Martin, E. B. Assistant Martin, Hal B. Assistant Martin, Roy. Martin, Roy. Martin, M. H. Assistant Mathewa, L. G. Assistant Cook Mathewa, L. G. Assistant Mathewa, L. G. Assistant Mathewa, L. G. Assistant Mathewa, L. G. Waitress

Appointments, Promotions, Transfers, Reinstatements, etc.

Remarks.	Eligible list. Eligible list. Eligible list. Eligible list. Student. Student. Student. Student. Student. Student. No eligible list. Eligible list. No eligible list. Eligible list. Student.
Clars.	もしもいい状態も取りもものものないな数数といいと数数ももの数ののの数数としい
Date, if service ended.	
Date.	
Monthly	6.855.3 E8 8 E E E E E E E E E E E E E E E E E
Position.	Laborer Laborer Laborer Laborer Laborer Laborer Assistant Janitor Assistant Stenographer Formister Pulnter Waltres Drayman Carpenter Waltres Drayman Carpenter Assistant Cherk Clerk Watron Assistant Cherk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Clerk Carpenter Carpenter Assistant Assistant Teamster and team Teamster and team Stenographer Teamster and team Assistant Assistant Assistant Laborer Assistant Assistant Assistant Assistant Laborer Stenographer Assistant
Хаше.	Meisekothen, Rob't. Meisner, Frank. Meisner F. Meisner, Harry. Meisner, Harry. Mery, El. Meyer, Fl. Miller, F. Miller, C. F. Miller, C. F. Miller, C. R. Miller, Chas. Mitchell, M. B. Mitchell, M. B. Mitchell, M. B. Mitchell, S. B. Mohr, Fred. Mohr, Fred. Moll, John E. Monroe, J. D.

,	e liet. Tumporary. v list.	44	11st.	424	a lint.			7007	o Lief.	+		1t. - Est.		e liet.	let.	• •	llat. Temp.	let.	Met		į.			
	No cligible	Mtt.dent Eligibo Het.	Younhorary No cligible	Eligible list.	Z	100 /	No cligible	Temporary	KHEIDIO 11st.	_	Student.	No eligible	Student.	No eligible	No eligible	Eligible II	No eligible list,	Student. No elizible	Student.	Student.	Eligible list.	Temporary.	No eligible Eligible list	Student Student No eligible
		D M D (14.	1		PH C	Ä	0-	E .		H.		C		¥.	M.			000	E .
	10	::1		2-1-10		85						0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1 0 1		g _ f _ 15	-1 -1 -1		10-61-08							
١	95 81		101 131 133 133 133 133 133 133 133 133	21 - 1 - 22 - 1 - 23 - 1 - 23 - 23 - 23		35				25-14-18			11 -28 -08			8	g	12 12 13 13 13 13 13 13	01-13	, i	* }	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		000 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	qo*	\$8\$8 \$	4000	# # 8 8	25	8	4		# #			88	S	28	5 5	88	17 88	2 2 2 3 3 4	108		92	000 000 000 000 000	888	2. 888
		Labority Machingraphy Machingraphy Machingraphy Machingraphy Machingraphy Machiner M		Supervisor dairy bests		Assistant	Charge one and a second of the	Laborer				Stenographer		Walten	Assistant	Loundryman	Clerk		Assistant		Laburer	Typewiler	Messenger	Assittant
Tall Day	Maton		Laborer and the					John Laborer	Waltress		Clerk	Stenographer	Assistant	Waltren	Assistant	Laundryman	Clerk	Assistant	Assistant	Assistant			Newton, Emil Messenger	Assistant Cook

Appointments, Promotions, Transfers, Reinstatement

•	ı	
	Bemarks.	at. a list. Temporary. a list. Be-engaged. b list. a list. a list. a list. a list. b list. c list. c list. c list. d. d. d. d. d. d. d. d. d.
		Eligible list. No eligible list. Student. Student. Student. Student. No eligible list. No eligible list. Temporary. Be-engaged. No eligible list. Eligible list. Eligible list. Eligible list. Student. No eligible list. Eligible list. Eligible list. Student. No eligible list. Eligible list. Eligible list. Student. No eligible list.
	Class.	
	Date, if service ended.	
tinued.	Date.	
NIVERSITY—Continued.	Mopthly Selary.	8 - 8 - 8 - 8 - 8 - 8 - 8 - 8 - 8 - 8 -
ONIVE	Position.	Clerk Laborer Compenier Sunitor Janitor Janitor Janitor Janitor Laborer Labore
	Хаше.	Norris, Vincent. Norros, M. E. Norton, M. E. Norton, M. E. Nutt, Ed Obata, 8 O'Brien, Geo. O'Brien, Geo. O'Brien, Geo. O'Brien, Geo. O'Brien, Henry O'Brien, H. O'Brien, M. O'Reefe, Jennie Oldenberg, Jennie Oldenberg, Jennie O'Breffe, Jennie O'Brien, M. O'Malley, L. O'Malley,

	344	200 10 4 -00 11 - 5 -00 0. 12 -00 0.	12-30-09 13-9-09 1-1-10 1-10 1-10 1-10 1-10 1-10 1-	11-19-00 10-1-06 10-1-06 10-1-06 10-1-06	6—25—09 1—19—00 5—23—10 Ex Student.	6-19-10 8-19-10 2-23-09 9-2-06 9-5-09 C.	Student Stud	2-19-16 5-10-10 10-14-06	20th 9-27-00 25th 5-8-10 22th 4-1-10 0) 4-11-10 19th 5-8-00 1
11 00 11 00	E0d 5-25-10 00 3-25-00 00 3-25-00 00 5-21-00 00 12 No	00 10-4-00 11-8-00 0. Eligible 0. C. 2-10 0. Eligible 0. C. 1-00 12-10-00 1. Eligible 0. C. 12-16-00 1. C	250 13-80-09 13-9-09 1- 250 1-31-10 1-12-00 1- 00 0-15-00 9-13-00 C.	11—19—00 10—1—08 10—1—08 10—1—08 10—1—08 10—1—08	00 6-25-09 Eligible 00 1-19-00 Eligible 25h 6-22-10 Student.	6-18-10 2-23-09 9-2-63-09 9-2-68 9-6-08 C	6-21-10 CE EE C C C C C C C C C C C C C C C C	2-19-16 5-10-10 10-14-06	5-8-10 12-27-00 12-27-00 1-11-10 1-11-10 5-21-00 5-21-00 5-21-00 5-21-00 5-21-00 5-21-00 5-21-00 6-11-10 6-
	60-61-9 00-12-13 00-12-13 00-13-13-13 00-13-13-13 00-13-13-13 00-13-13-13 00-13-13-13-13 00-13-13-13-13-13 00-13-13-13-13-13-13-13-13-13-13-13-13-13-	20 10 4 -00 11 - 8 -00 20 20 20 20 20 20 20 20 20 20 20 20 2	250 13-20-00 13-20 250 1-31-10 13-20 00 0-15-00 9-33-00 18% 10-16-00 1-32-00		20 - 20 - 20 - 20 - 20 - 20 - 20 - 20 -	6-18-10 2-23-09 9-2-63-09 9-2-68	6 - 22 - 10 - 22 - 10 - 22 - 10 - 22 - 10 - 22 - 10 - 22 - 10 - 22 - 10 - 22 - 22	8-19-08 10-14-08	<u> </u>
		20 10 10 10 10 10 10 10 10 10 10 10 10 10	250 11-20-08 12-3 250 1-31-10 12-3 00 0-15-00 9-23 12% 10-16-00 1-82		28-28-28-28-28-28-28-28-28-28-28-28-28-2	6-18-19 8-18-10 2-61-09 9-2-08 9-5		10 10 10 10 10 10 10 10 10 10 10 10 10 1	<u> </u>
	3848 []]]	ទទីទន្ទី	8888 3444	극물약 작가가	888 9 7 7 8 3 8				<u> </u>
			_	202		125 S	8 8 8 8 4 	5 - 6	2 8 8 8 8 2 2 2 2 8 8 8 8 2 2 2 2
								:28 ****	2
Andreas Andreas Andreas Opphoider	A	Stenographer Laborer Laborer Laborer	Assistant Assistant Laborer		Laborer Clerk Assistant			Cook Assistant cook	
Tool I	7 7 E	With the Character of T		A		Pool, Geo. Pope, L. F. Porter, Anna. Potsaka, M.	Potter, Byron. Potter, Byron. Potter, Byron. Potter, Geo.		Proud, Sara. Quan, Clara. Quinan, T. Quin, Henry. Quin, H. D. Mabldeau, O. Rabideau, G.

Appointments, Promotions, Transfers, Reinstatemen

		1
	Bemarks.	Reinstated. Student. Student. Eligible list. Eligible list. No eligible list. No eligible list. Eligible list. Eligible list. Student. Student. Student. Eligible list. Eligible list. Eligible list. Student. Temporary. Eligible list.
	Class.	よっぱつのようようなまないよれない。 まなってはなってはなっている。 はなってはなってはなっている。 はなってはなってはなっている。 はなってはなっている。 はなったい。 はな。 はな。 はな。 はな。 はな。 はな。 はな。 はな
	Date, if service ended.	8 31 08 8 31 08 6 21 10 12 30 00 12 30 00 12 30 00 12 30 00 12 30 00 12 30 00
tinued.	Date.	
UNIVERSITY—Contin	Monthly Salary.	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
UNIVER	Position.	Teamster Laborer Olerk Supervisor dairy tests Supervisor dairy tests Supervisor dairy tests Waitress, special Teamster Dining room girl Clerk Assistant Clerk Assistant Assistant Laborer Laboratory assistant Clerk Janitor Laborer Laborer Cook Janitor Laborer Laborer Cook Janitor Laborer Laborer Cook Janitor Laborer Laborer Laborer Laborer Laborer Cook Assistant Page Assistant Page Assistant Page Assistant
	Name.	Raff, F. Raggio, D. Randall, A. O. Rapp F. Rafmussen, Anna. Rafmussen, Edith. Reber, L. A. Reese, Lucy. Regan, Mark. Reid, Mary. Reid, W. A. Reilly, B. D. Reinking, O. A. Reinking, O. A. Reitsch, G. Richardson, Pearl. Richardson, Pearl.

REPORT OF THE STATE CIVIL SERVICE COMMMISSION.

	Temporaty.
Refele fist. No clightle list. No clightle list. No clightle list. Mo clightle list. Kno clightle list. Kno clightle list. Kno clightle list. Kno clightle list. Elightle list.	
	3
# 48 84 825 8 4 4 4 8 8 4 8 8 8 8 8 8 8 8 8 8 8 8 8	は
Conting, Matthe. Laborer Coder, F. Laborer La	Assistant editor Page ('arpunter Pattern maker Assistant Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Cook Waltress ('leaner ('ook Waltress Clirk Laborer Laborer Planist Teanster Assistant Ironer Laborer Planist Teanster Assistant Teanster Assistant Teanster Assistant Teanster Assistant Teanster Assistant Teanster Assistant Teanster Teanster Assistant

Appointments, Promotions, Transfers, Reinstatement

	Bemarks.	Eligible list. Eligible list. Relastated. No eligible list. Student Eligible list. Student. Student. No eligible list. Rudent. No eligible list. Firenmanner
	Class	PTOPOQUTTTONUNTETTTTTNNNNNHTHTNT
	Date, if gerylce ended.	
fnoed.	Date.	
UNIVERSITY—Continued.	Monthly Salary.	** 18 *** 882 ; *** 882 ; *** 888 888 888 888 888 888 888 888 8
UNIVER	Position.	Laborer Assistant, dairy bara. Painter Waitress, special Stenographer Assistant Laborer Assistant Caborer Laborer Assistant Caborer Assistant Caborer Assistant Caborer Cabo
	Name.	Behroeder, H. A. Schubring, Arthur Schubring, Arthur Schubring, L. Schubring, L. Schubring, H. A. Schuig, A. F. Schwartz John. Schwartz H. Schube, Geo. Sharp, R. Sharp, R. Sharp, R. Sharp, R. Sharp, R. Sharp, R. Shart, T. Sharts, Ethel. Sharts, Ethel. Sharts, Ethel. Sharts, Ribel. G. A. Sharwood. C. A. Sharwa, Nettle. Short, Albert. Short, Nellie. Short, Nellie.

2.0	No eligible list. No eligible list. Temporary. No eligible list, Temporary. No eligible list. Temporary.	Student. Eligible list. Temporary. No eligible list. Student.	Eligible list. Promotion. No eligible list. No eligible list. No eligible list. Student.	Leafible list, Eligible list, Student. Temporary. Eligible list Student. Student. Student. Student. Student. Student. Student.	Student. Student. Student. Student. No eligible list. Eligible list. Temp and intermit. service. Fligible list. Temporary. Eligible list. Student. Student.
MH MM MM	4444	Mo-im			MAN NO TOO MANOO
		3	8 - 2 - 3	[: : · : : : : : : : : : : : : : : : :	
				3-2 8-8 8-8 8-8	
1 50 E8 3	111 150 150 150 150 150 150 150 150 150		88-44-8 888-44-88	3 88 88 88 88 88 88 88 88 88 88 88	28 8 22 22 22 23 24 25 25 25 25 25 25 25 25 25 25 25 25 25
Assistant Laborer Laborer Laborer	Laborer Ohn C. Laborer C. Laborer	Assistant Olerk Assistant cook Tenk attendant Assistant	Laborer Stenographer Antistant Waltress Waltress Assistant Clerk	Clerk Charwoman Assistant Laborer Student Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant	Assistant Assistant Assistant Laundres Stenographer Carpenter Painter Painter Assistant Assistant Assistant Assistant Assistant Assistant Assistant

Appointments, Promotions, Transfers, Reinstatement:

-		
	Bemarks.	Ettgible list. Student. Student. Student. Student. Eligible list. Student. No eligible list. No eligible list. Student.
	Olass.	ユー酸酸コ酸セコ酸のNgに口酸酸の酸碳酸酸コ酸コロウの吸口の0.0cm
	Date, if service ended.	
thued.	Date.	
IVERSITT—Continued.	Monthly Selary.	62 24828 8825228888888888828288828888888888
UNIVER	Position.	Carpenter Cook Student Assistant Laborer Assistant Draftsunn Putchasing agent, assistant Assistant Laborer Assistant France Assistant Francoman Maid Dairy helper Assistant Assistant Francoman Maid Dairy helper Assistant Assistant Assistant Assistant Assistant Assistant Assistant Assistant
	Name,	Swanson, Chris. Swanson, Chris. Talbot. D. R. Talinadge, T. T. Taylor, S. C. Teckmeyer, J. Teckmeyer, J. Thebodeau, E. F. Thiessen, F. C. Thompson, P. C. Thompson, J. Thask, C. Trane, J. M. Trask, Mary, Trask, Mary, Trask, Mary, Trask, M. Trask, M. Trask, M. Trask, C. Trask, M. Trask, C. Trask, C. Trask, C. Trane, J. M. Trask, C. Trane, J. M. Trask, C. Trane, J. M. Trane, C.

	No eligible list. Temporary. Student.	Eligible list. Temporary.	Temporary.	No eligible list.	Eligible list. Student.	Eligible list.	Student.		Eligible list.	Temporary. Eligible list.	- 6	No eligible list. No eligible list.		ary.	Student. No eligible list.	Student. Student	Increased salary.	• ' ',	OB OD	ible list list.	Eligible list. Promoted. Student.	No eligible list.	No eligible list.
E LI	Ex	014	·	77	C		1 EX.	00		-:-	0	L	7	L	L	EX	O		00		O N	1	
000			10-13		6-1-0	9	10-23-08		8 6			11-12-08						87,77		2 - 2 - 0			6-13-30
- 22- - 22- - 21- - 21-		00 00 00 00 00 00 00 00 00 00 00 00 00	80-88-6 -		01-13-4	8-3-10	0-1-6	9-18	1 8 9			11-4-08	7 - 1 - 00	127-15		0-12-0	117	88.		[12-18-09 6-17-10	12-8	2 k
8 18 18 18 18 18 18 18 18 18 18 18 18 18		2 8 8 2 8 8		28 88	2	8 8 8	\$ 8 8 8	88	3 2 2 3	27 34 478	3 3 3 3	1 주 주	8 8 8 8 9 8	S 50d	: 6 : 6 : 6 : 7	8 6	.ස පද		88 88	50 (S)	88 88	2 00d	101 C
		<u> </u>	<u> </u>		. —	. <u>.</u> .	.			مــ	- -		- .		- -	<u> </u>			.			-	
orer	- ::	ret		watch	enter	nger	lant	ghtsman		19	and stenographer	and a	rer and team	rer and team		tant	tant editor	grapher	18n	rer	orrer	rer	H
Laborer	- ::	Laborer Carperter Carperte	Clerk	Night watch	Student	Messenger	Assistant Laborer	Draughtsman	Laborer	Painter	erk and	and 1	and	Laborer and team	Waitreg	Assistant	Assistant editor	Stenographer	Fireman	Laborer	Laborer	Laborer	Helper

Appointments, Promotions, Transfers, Reinstalements, etc.

UNIVERSITY—Continued.	Benarld.	No eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Eligible list. Temporary. Student. Student. Bluchent. Bluchent. Bluchent. Bluchent. Bluchent. Bluchent. No eligible list. Temporary. Student. No eligible list. Temporary. Student. Student. Student. Bluchent. Student. Student. Bluchent. Student. No eligible list. Eligible list. Eligible list. Eligible list. Student. No eligible list. Student. No eligible list.
	Cleas.	ようらうらいよい数数のよ数…のこうこのは数数…数に表現よい数のよう数ののよー
	Date, if service ended.	
	Date.	
	Monthly Salary.	831,852+ 88 24448886 118 25 5958888888888888888888888888888888888
	Position.	Laborer Crerk Clerk Rienographer Janitor Plumber Fed waitreas Laborer and team Assistant Assistant Shepherd Janitress Assistant Supervisor dairy teats Assistant Clerk Assistant Clerk Assistant Charpener Laborer
	Name.	Wendt, W. Wescott, Joanna. West, B. Westerfield, Geo. Westerfield, Geo. Westerfield, Geo. White, Joe. White, A. J. White, B. M. White, B. M. White, B. M. White, R. H. White, R. H. White, W. Wick, W. Wick, W. Wick, W. Wileox, J. Wil

....

Eligible list. Student. No eligible list. Student. No eligible list. No eligible list. No eligible list.
10-13-16 10-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6-6
10
11 20 20 20 11 20 20 20 11 20 20 20 11 20 20 20 11 20 20 20 11 20 20 20 20 11 20 20 20 20 20 20 20 20 20 20 20 20 20
Assistant cook
:
Wolff, E. Woodward, E. Woodward, J. C. Woodward, J. C. Woodward, W. Workman, D. M. Wright, Molle. Wymouth, F. L. Sachow, G. W. Elec, Elizabeth. Eurlan, Geo

EXPENDITURES OF THE STATE CIVIL SERVICE COMMISSION CHARGEABLE TO THE APPROPRIATION OF \$13.000 FOR THE YEAR ENDING JUNE 30. 1909

\cdot		
Cunningham, T. J., commissioner, salary and expenses	\$1,454 77	! }
Gaffron, Otto, commissioner, salary and expenses	978 99	
Puell O P commissioner selem and expenses	849 81	1
Buell, C. E., commissioner, salary and expenses		
Doty, F. E., secretary, salary and expenses	•	
Fawcett, F. L., chief clerk, salary and expenses	1,152 18	
Fawcett, F. L., local examiner, salary and expenses	316 82	
Knight, H. S., assistant examiner, salary and expenses	1,408 66	
reig, C. B., stenographer	840 00	
Kelley, Nettie, clerk	33 50	
Harrison, Edna, clerk		
McGuan, Clara, clerk	116 50	
stephani. Florence, clerk	10 00	
Foley, Nell, clerk		ļ
Felton, A. C., services		
Civil Service News, subscription		
Doyle, J. T., secretary, subscription	1 00	1
Bood Government, subscription	1 00	
State Journal Printing Co., advertising	6 23	1
Evening Wisconsin Co., advertising		1
Democrat Printing Co., advertising		
Milwaukee Sentinel, advertising	2 94	1
Oshkosh Northwestern, advertising	1	
Milwaukee Journal Co., advertising		
Milwaukee Free Press, advertising		
Superior Telegram, advertising		1
a Crosse Chronicle, advertising		1
Telegram Publishing Co., advertising		
N. Y. State Educational Dept. bulletins		
American Express Co., expressage		
		1
Inited States Express Co., expressage		
dadison Postoffice, box rent	•	
Democrat Printing Co., printing		
Western Union Telegraph Co., messages		
Postal Telegraph Co., messages		
Wisconsin Telephone Co., messages	89 10	
] 	\$11,010 🚒
		[

EXPENDITURES OF THE STATE CIVIL SERVICE COMMISSION CHARGEABLE TO THE APPROPRIATION OF \$13,000 FOR THE YEAR ENDIND JUNE 30, 1910.

Name	Services	Compensation sation
ell. C. E.	Commissioner	\$ 928
nningham, T. J.	Commissioner	1.567
firon. Otto	Commissioner	1,133
ty. F. E		2,902
weett, F. L.	Chief clerk	2,007
ight, H. S.	Assistant examiner	1,803
rig. Caroline B	Stenographer	807
rroll, Edna	Stenographer	
rter, Theda Aritkreutz, Ida M	Clerk	170 7
rran. Gwendolin	Clerk	9
umling W. C.	Stenographer	40
ran Margaret	Clerk	64
mison. Edna	Clerk	119
na, Selma	Services	6
Cormick. F. T.	Stenographer	9
Acc. Mary	Clerk	
tz, Joseph	Services	7
llen, Mrs. N. Imer, T. S.	Stenographer Services	20 62
rry, Arline	Clerk	9
Try. Hallie	Clerk	
'uti, 1, 'I'.	Services	ī
uriot. Esther	Clerk	35
FIREIN EXPRESS CO	Express	91
∪wq, H, H	Supplies	2
WINTH Printing ('A	Supplies	1
VII Service News.	Subscription	
mocrat Printing Co	Printing	496 9
TURE PRINCIPAL CONTRACTOR	Advertising	_
"4 \	Advertising	_
"AUTH LEIGHTENN L'A	Advertising	2
"WILLIA HOPOIC ACCOA ()A	Advertising	-
	Subscription	1
	Advertising	
ournal Co. uthl & Son.	Advertising	4 2
Crosse Chronicle	Advertising	_
Crosse Press Co.	Advertising	ī
leader Publishing Co	Advertising	_
Madison Postoffice	Box	12
Mwaukee Free Press	Advertising	_
ational Assessment	Advertising	6
Man Duplier	Colored plates	5 5
Owkosh Northwestern Postal Telegraph Co		
Postal Telegraph Co.	Messages	_
Brond Herald Co	Advertising	
state Journal Times Printing Co.	Advertising	13
Tarner O'M'S CO	Advertising	-
# # Billian	1/A, (CHSC)	16
Mells D' migri	Wilker Grand	
THE PLANT TO A STATE OF THE PARTY OF THE PAR	12Apt (86	21 71
Wisconsin Telephone Co	Messages	
Total		

EXPENDITURES OF THE CIVIL SERVICE COMMISSION Chargeable to the appropriation of \$4,000 for local examiners for the biennial ending July, 1910.

				_
		N	31 b a a a d	-
Name	County	examina	Number of times	E
		tions held	Dieseu?	
· 			1	_
Adams G W	Taylot	7	7	
Arbuthnot, John .	Rock	9	8	
Arbuthnot, John Arveson, A. M. Austin, A. J.	Langlade	9	3	
Austin, A J Bachhuber, C. H . Balley, M S	Vilas	1	1 2	
Bachhuber, C. H.	Chippens	10	10	
Barker, W H	St Croix	9	i i	
Barry, A. J.	Marquette		3	
Barry, A. J. Bauer, Oscar H	Dodge	7	7	
Beckwith, A. J	Walworth	9	9	
Beckwith, A. J	St. Croix	8	3 4	
Berghardt, H O	Door	7	7 1	
Mackingst, r. M	Porent	3	3	
Blegan, 1.	St Crolx .	ő	8	
Berghardt, H. O. Blackhurst, E. M. Blandin, A. A. Blegan, L. Bowman C. A.	St Crolx ,		4	
Bowman G L. Boyles C M	Dung	7	1	
Royles C M	Wanpaca .	7	7	
Bray, T E	lowa	10	5 /	
Broyles C M	Tremposiosus	5	3 1	
Provold, F. J. Buckmaster, Albert E.	Kennaha	10	10	
Burke, Timothy	Brown	9	1 0	
Byse, G M ,	Waushara	6	.5	
Carney Prof			1	
Burke, Timothy Byse, G M Carney Prof Cate. M. S. Chadhourne, W F	Read du Zac	6	6	
Chapman Way A	Clark du Lac	6	2 1	
Chabmab Wm. A Clifford, E. A	Columbia		ī	
Clouch, W. G.	Columbia	7	5 1	ŀ
Condit, F T	St. Croix	9	1	ľ
Crothers, G. E.	Clack	9	9	
Cunningham, H J	Bock	9	7 3	i
Curtis, H C	Waushara		2	
Davis T B	At the fide interior and a second			
Dell F B	Jackson	7	7 1	
Dewey, J. I.	Trempealeau .	6	[4]	
Poundly, J. P			3 '	
Donnelly P.	Milwaukee	10	10	
Draper, F W Dresden, B M	Clark	10	9 1	
Dresden Mrs M			6	
Drew, D A			1	
Fillson M G	Marquette .	3	1	
Evenson C H	Souk	Я	5	
Fairchild A N	Milwaukee	10	10	
Favell P Felst G	Chippewa		10	
Pernandca D, W	Rusk		10	
	Portage	Ö	3	
Flewing J B	Fau Claire	B	9 1	
Fowler, F H	La Crosse	9	2 1	
Foran Flienbeth .	.,			
Foran, M	Du Calo			
Ginne J. A. Gillett, A. D. S.	Ruffalo Douglas		3 9	
Graves F, H	Verona		6 1	
Griggs, R. R.	Sauk	9	9	
Grow, C F	Clark	9	8	
Hall, C. H.,	Columbia	7	1 3 1	

RES OF THE CIVIL SERVICE COMMISSION—Continued.

Oconto	r diem and penses	times	Number of examinations held	County	ime
Jefferson	12 00	4	6	Washburn	
Jefferson 7	3 00 21 00	1 7	0	Ocenta	
Waukesha 10 4 1	21 00	7	7		
Sawyer	12 00	4	10		
Kenosha	12 00	4	_		
Langlade	3 00	1		**********	
Ashland 6 4 1 Crawford 6 6 1 W	24 00				
Crawford 6	24 00 12 00	•			
W	18 00	- ,			
Pierce	106 25	•	U		
Wood 9 9 2	9 00	3	4		
Marinette 8 3	27 00				
Trempealeau	3 00				
Trempealeau	9 00	3	8	Marinette	
Grant 6	3 00	E		Managara Jan-	• • • • • • • • • • • • • • • • • • • •
Iowa 6 5 1	15 00 3 00				
Columbia 7	15 00	- 1			• • • • • • • • • • • • • • • • • • • •
Columbia 7	6 00			10 W C	
Ashland 6 3 1	21 00	_	7	Columbia	
Columbia 7	3 00			******	
Lincoln 10 3	10 50	3	6	Ashland	
Lincoln 10 3	1 30				• • • • • • • • • • • • • • • • • • • •
Lincoln 10 3 Marinette 8 8 8 2 Price 6 3 3 3 3 4 4 4 1 1 1 1 1 1 1	18 00 3 00	_ 1	7	Columbia	
Marinette 8	9 00		10	I incoln	
Price	24 00		_		
Sheboygan 9 8 2	9 00	1	ا م	_	
Sawyer 4 4 3 1 Bayfield 4 3 3 5 5 Croix 9 1 1 1 1 1 1 1 1 1	24 00	8 i	9		
Bayfield 4 3	5 20				
St. Croix 9 1 Washburn 6 1 Lafayette 6 2 Oneida 7 6 1 Jackson 7 7 2 Waukesha 10 4 1 Langlade 9 9 2 Brown 9 1 1 Forest 3 3 1 Washington 6 4 1 Washington 6 5 1 Juneau 7 2 2 Sauk 4 4 1 Marathon 8 8 2 Polk 3 3 Calumet 8 8 2 Price 6 5 1 Manitowoc 10 3 1 Mack 7 7 2 Lafayette 6 5 1 Marathon 8 8 2 Price 6 5 1 Manitowoc 10	12 00		4		
Washburn	9 00 3 00	1	4	_	
Lafayette 6	3 00		-		
Oneida 7 6 1 Jackson 7 7 2 Waukesha 10 4 1 Langlade 9 9 2 Brown 9 1 1 Forest 3 3 1 Lafayette 6 4 1 Washington 6 5 1 Juneau 7 2 2 Sauk 4 4 4 Marathon 8 8 2 Polk 3 3 3 Calumet 8 8 8 2 Manitowoc 10 3 1 Manitowoc 10 3 1 Buffalo 4 4 1	6 00	$\frac{1}{2}$			
Waukesha 10 4 1 Langlade 9 9 2 Brown 9 1 Forest 3 3 1 Lafayette 6 4 1 Washington 6 5 1 Juneau 7 2 Sauk 4 4 1 Marathon 8 8 2 Polk 3 3 Calumet 8 8 2 Price 6 5 1 Manitowoc 10 3 1 Richland 7 7 2 Buffalo 4 4 1	18 00				
Langlade 9 9 1	21 00	7	7		
Brown 9	12 00	4			
Forest 3 3 2 1	27 00				
Lafayette 6 4 1 Washington 6 5 1 Juneau 7 2 Sauk 4 4 4 1 Marathon 8 8 2 Polk 3 3 3 Calumet 8 8 8 2 Price 6 5 1 Manitowoc 10 3 Richland 7 7 2 Buffalo 4 4 1	3 00 10 41				
Lafayette 6	6 00	9	•		
Washington 6 5 1 Juneau 7 2 Sauk 4 4 4 1 Marathon 8 8 2 Polk 3 3 3 Calumet 8 8 8 2 Price 6 5 1 Manitowoc 10 3 Richland 7 7 2 Buffalo 4 4 1	12 00	. 4	6		
Washington 6 5 1 Juneau 7 2 Sauk 4 4 1 Marathon 8 8 2 Polk 3 3 Calumet 8 8 2 Price 6 5 1 Manitowoc 10 3 7 Richland 7 7 2 Buffalo 4 4 1	3 00	i		_	
Juneau 7 2	15 00		6		
Sauk 4 4 1 Marathon 8 8 2 Polk 3 3 Calumet 8 8 2 Price 6 5 1 Manitowoc 10 3 7 Richland 7 7 2 Buffalo 4 4 1	3 00	1			· · · · · · · · · · · · · · · · · · ·
Marathon 8 8 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	6 00	N N			• • • • • • • • • • • • • • • • • • • •
Polk 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	12 00 24 00		4	Marathon	• • • • • • • • • • • • • • • • • • • •
Polk 3 3 Calumet 8 8 2 Price 6 5 1 Manitowoc 10 3 Richland 7 7 2 Buffalo 4 4 1	3 00		- 1		
Calumet 8 8 2 Price 6 5 1 Manitowoc 10 3 Richland 7 7 2 Buffalo 4 4 1	9 00				
Calumet 8 8 2 Price 6 5 1 Manitowoc 10 3 7 7 2 Richland 7 7 1	1 00		- 1		
Manitowoc 10 3 7 2 1 Buffalo 4 1	24 00		8	Calumet	· · · · · · · · · · · · · · · · · · ·
Richland 7 7 2 1 Buffalo 4 4 1	15 00	5			
Buffalo 4 1 1	9 00 21 00				
Buffalo 4 4 1	3 00		1	,	
	12 00	4	4		
5 1	15 00	5	- 1	•	
	3 00	1			
	6 00	2	:		
5 3	9 00	3	5	Waushara	

EXPENDITURES OF THE CIVIL SERVICE COMMISSION-Continued.

XAmm	County	Number of examina- tions held	Number of times present	P
Paulus, T E Perry, C. M	Winnebago	10 10	2 8	
Peterson, Clara	Outagamle	9	' 1	l
Pierce, Humphrey Pinkerton, W. T.	Crawford		6	
Frutt, F. H	Richland	7	4	
Pratt, G. E		_ 4	1 1	į i
Ray, N B	Wautesha		9	
Reed, W. V.	Oneida	7	1 3 1	Į
Rice, U E	Rusk	7 1 10	1 3	,
Rice, Z. 8	Monroe Rock	9	5	•
MIX, W. B.,	Washington	6	i ä	i
Boderta, G. J.	Fond du Lac	7	1 1	ĺ
Roberts, G. J Rudquist, Carl	Lincoln	8	3 3	
Saniord, C. M	Monroe	8	ا ۋ ا	1
Mansun, W. D	· · · · · · · · · · · · · · · · · · ·			
Schult, Margaret E. Schultz, Jos. J.	Ozaukce	3 2	2 1	
Senuitz, J. I.		4+4+1 1+4	i 2 [
Benulz, W. H	Eau Claire		9	
Schwartz, G. W. Sechrist, F. K	Chippewa		3 8	
onedier, Fred	Oconto	. 8	8 '	
Sherron, J. L	Green	ß	5	
Shields, J. H Shoemaker, A. H	Washburn ! Eau Claire !	6 8	5 1	
Skinner, J. H	Monroe	10	6	
Slack, Roy				
Slater, John C. Smith, J. F	Kenosha Richland	9 7	ļ 9 ;	l
Smith, J M.	Washburn	, ,	1 5	
Sayder, Q F	Sauk]	
Sprague, W H.	La Crosse	9	9 1	l
Stangle, Chas G	Door	8	i a i	
satables C. M.	Polk	3	1 1	•
Stevens, J. V Stinehfield, Chas.	Wanpaga	_	1 7	
Storms, W W.	Racine	_ <u> </u>	7	
Strubble, Fred R.	Price	Б-] 1	
Surrey, F. M Sutherland, S.			1 1	
Taugher, F. J.	HA IA) 9	,
Thayer, V. T.	Ashland	1 .	1 1	•
Thompson, Fred Thomson, A. A	Columbia	_	3 5	1
Thomson, I. S	That it was a second	_		
Tobey, C. E Tobey, S. B.	Price	- 4] 1	
Treat Chas W	O	8 9	9	1
	Green	6	5	
Thunkenbroed, Mr] 3	F
Thunkenbroed, Mr Voss, John C	Walworth	4		1
Thunkenbroed, Mr Voss, John C Warden, A. M. Waring, Frank	Bayfield		3	t
Thunkenbroed, Mr Voss, John C Warden, A. M. Waring, Frank Waring, W C		3	3 5	•
Thunkenbroed, Mr Yoss, John C Warden, A. M. Waring, Frank Waring, W. C Welgand, O. O.	Bayfield Florence Shawano	- 8	3 5	
Thunkenbroed, Mr Voss, John C Warden, A. M. Waring, Frank Waring, W C Welgand, O O Welch, T. M.	Bayfield	4 7	8 6 9	
Thunkenbroed, Mr Voss, John C Warden, A. M. Waring, Frank Waring, W. C Welgand, O. O.	Bayfield	4 7	9 6 9 7 9	

187

Expenditures of the Commission.

EXPENDITURES OF THE CIVIL SERVICE COMMISSION—Continued.

Name	County	Number of examina- tions held	 Number of times present	Per diem and expenses
Whitney, F. L. Wilbor, A. J.	Fond du Lac	7	5 2	15 00 6 00
TVIKUS, A. J	(irant	1 3	3	δ 00
Williams. D. O. Winter, Frank	Fond du Lac La Crosse	7 9	6 7	18 10 21 00
Works, Geo. A. Woolworth, W. W.	Dunn	7	5	15 00 3 00
louker, H. S.		1	1	3 00
Young, F. P. Young, W. H.	Oconto	 8	1 8	3 00 24 00
		<u> </u>		\$2,577 73
·				



PART IV.

OPINIONS OF THE ATTORNEY GENERAL.
COURT DECISIONS.

THE CIVIL SERVICE LAW.

THE CIVIL SERVICE RULES.

REGULATIONS.

OPINIONS OF THE ATTORNEY GENERAL.

SYNOPTICAL INDEX TO OPINIONS RENDERED BY THE ATTORNEY GENERAL PREVIOUS TO JULY, 1908

	Report Attor General. page ye	Service Com.
APPOINTING OFFICER, term defined as used in the law		105
CERTIFICATION OF PAY ROLLS—DOUBLE EM- PLOYMENT. A person may be employed part of his time in one department of the state service and for part of his time in another and his name may appear upon two pay rolls.		14 5
CERTIFICATION OF PAY ROLLS—EXTRA COM- PENSATION. Employes of the state on leave of absence may be employed in other capacities or other departments if such employment is free from fraud or collusion, and may receive com- pensation therefor in addition to their regular salary		159
CERTIFICATION OF PAY ROLLS. A state employe or officer duly appointed by the head of a department in pursuance of the provision of the civil service act and whose name is certified both by the head of the department and the civil service commission is entitled to receive the proper salary warrant from the secretary of state even though there be a contention as to the removal of the preceding employe being regular		X8
CERTIFICATIONS. Section 7 of rule 11 as to sex is authorized by law	198 190	170
CLASSIFICATION. All positions in the office of the adjutant general are classified by law as exempt		36
CLASSIFICATION. The positions of assistant dairy and food commissioner and chemist in the office of the dairy and food commissioner are classified by law as of the classified service		08
CLASSIFICATIONS—EXEMPTIONS. The civil service commission may after a public hearing and for special reasons place certain positions in the exempt class and exempt the original incumbent from examination		D6 112

SYNOPTICAL INDEX TO OPIONIONS RENDERED BY THE ATTORNEY GENERAL PREVIOUS TO JULY, 1908—Continued.

		Attorney neral. year	Service Com.
CLASSIFICATION—TEACHERS. Educational institutions under the supervision of the state board of control are in a distinct class from common or district schools and free high schools. The provisions of the civil service law placing teachers in the university, normal and public schools in the unclassified list does not include teachers in educational institutions such as the state school for the deaf at Delavan, or the state			
CLASSIFICATION—EXEMPTIONS. The civil service commission may place such positions as are impracticable to fill by competitive examination in		1906	115
CLASSIFICATIONS—BOARDS OF VISITORS. Boards of visitors appointed by the state superintendent without pay are not public officers nor public employes and in no way fall under the civil service	•	1906	125
ian	693	1906	126
CLASSIFICATION — LEGISLATIVE EMPLOYES. Employes of the legislature are not exempt from the provisions of the civil service act	157	1908	126
CLASSIFICATION. The employes of the board of agriculture are of the classified service	181	108	150
CLASSIFICATION—EFFECT OF CHANGE OF TITLE. A mere change by law in the clerical title or designation of a civil service employe with no change in salary and duties does not legislate the employe out of the state service		1908	164
COMPETITIVE EXAMINATIONS. Where an eligible list contains less than three names another examination should be held	į	1908	147
LEGISLATIVE EMPLOYES are not entitled to non- competitive examination		1000	134
LOCAL EXAMINERS. County and city officials may	<u> </u>	1000	· !
PROMOTIONS. When promotional examinations are	175	1908	149
REMOVALS. A state civil service commission is not a court authorized to try and determine questions of law or of fact. If the head of a department attempts to remove an employe without stating a just cause the commission may not	160	1908	138
take the name of such employe from the pay roll of the state	154	1908	131

SYNOPTICAL INDEX TO OPINIONS RENDERED BY THE ATTORNEY GENERAL PREVIOUS TO JULY, 1908—Continued.

	Report Ge page	Attorney neral. year	
REMOVALS. Failure of the civil service commission to give the non-competitive examination required of original employes cannot suspend the operation of the statute.	•	19.08	142
REMOVALS. Where appointments are made by an officer with the consent and advice of the governor, such appointee cannot be removed without the consent and advice of the governor		1908	151
REMOVALS. The civil service commission cannot sit as a judicial tribunal to determine disputed questions of fact as to the discharge or resignation of employes	1	1008	17:3
RESIGNATIONS. After the resignation of an employe has been accepted he has no further right to the position and the appointing officer cannot revoke the acceptance	1	1603	
TRANSFERS. A person holding a position in the unclassified service who seeks employment in the competitive class of the classified service must obtain entrance thereto in the regular way, by competitive examination	 	1908	157
VETERANS' PREFERENCE. Preference given veterans of the civil war under provisions of sec. 8, rule 10, is in compliance with the law	153	1008	150

OPINIONS RELATING TO CIVIL SERVICE.

Reinstatements—Removals in penal and charitable institutions—If an appointing officer in a penal or charitable institution discharges an employe, he may reinstate said employe if he determines that he was mistaken in making the discharge, and that in fact no just cause existed for the discharge or removal.

Employes in such institutions cannot be removed except for just cause, and are clothed with the right to have a court of competent jurisdiction pass upon the question of just cause.

Reinstatement of a discharged employe in penal or charitable institutions can only be made for just cause.

Hon. A. D. Conover,

Sept. 25, 1909.

President State Board of Control, Madison, Wisconsin.

Dear Sir:—I am in receipt of your favor of the 20th inst. in which you state in substance that a question arises as to the status of teachers in a penal or charitable institution who have been discharged for cause and you say, in regard to such employes:

"If not discharged for cause, but for reasons of economy or otherwise, we understand that they may be reinstated within one year.

If discharged for cause, can they be reinstated at all, except of course, in case they may have within a reasonable time applied to the court for a judgment that the cause of discharge was unjust and have secured such verdict? In the case of these teachers, no one of them had made such an appeal before the opening of the school. Can they be reinstated in their place by the nomination of the present superintendent and the confirmation of that nomination by this board?"

In a previous opinion to you under date of the 10th in= this general language was used:

"I will say that in view of the fact that this department has officially held that such employes (of penal and charable institutions) are under civil service and entitled to of its privileges and subject to all of its burdens. It service to all of its burdens. It service to all of its burdens. It service and in the same position as discharged employes of any other department."

The letter which called forth the above reply was very generation its terms and the above statement in reply to the same was perhaps rather too broad in view of the specific statement in the letter to which this opinion is a response.

The civil service law of this state provides quite specifically in regard to all steps to be taken by appointing officials an employes relative to removals, suspensions, discharges, reductions in pay or position, transfers and reinstatements of cive service employes. Section 13 of said law dealing specifically with our reformatory, charitable and penal institutions expressly provides:

"But the provisions of this act with reference to removasuspensions, discharges, reductions in pay or positive
transfers and reinstatements shall not be applicable in sucases (employes in said institutions) except that they shall be made for just cause, which shall be neither religious political."

It is therefore plainly evident that the law and rules appliable to employes and appointing officers in other department in the matters above mentioned do not apply to employes an appointing officers in the reformatory, charitable and penal institutions except that when the appointing officer acts in said instances he must have "just cause" and you will notice that just cause applies to reinstatements as well as to removals suspensions, etc.

It follows from the above that when an appointing officer removes, suspends, etc. an employe, he is not obliged to file for writing the reasons for his action with the civil service commission; neither is it necessary for the employe to file an answer

thereto with the civil service commission and none of the provisions of sections 19 and 22 apply. When such a removal is made it will necessarily follow that notice thereof be given to the civil service commission in order that they may be informed of the fact of removal not for the purpose of allowing the discharged employe to answer, but for the purpose of furnishing eligible lists for filling the vacancy and of keeping them informed as to the fact of removal and appointment in order that they may intelligently certify to the pay roll and also that they may know that such discharged employe has been thus placed within the class which may be refused an examination under section 11 of said law.

This construction of the law does not place within the hands or the appointing officer in said institutions the arbitrary power of discharging or reinstating employes at will. Such action on his part must be for "just cause" and any person properly interested who feels aggrieved at such removal has his remedy by applying for relief to the court. "Just cause" for reinstatement of an employe discharged for cause must necessarily be a finding or determination on the part of the appointing officer that said employe had not in fact been removed or dismissed for "just cause."

It follows from the foregoing, first, that employes in such institutions cannot be removed, suspended, discharged, etc. except for "just cause"; second, that employes in said departments are clothed with the right to have a court of competent jurisdiction pass upon the question of "just cause"; third, the provisions of sections 19 and 22 do not apply; fourth, that the reinstatement of an employe discharged for cause can only be made for "just cause" as above defined.

Therefore, answering your question specifically, if the appoints officer in any of the above named institutions discharges removes an employe for what he then determines to be "just use" he may reinstate said employe within a reasonable time he determines that he was mistaken in making said discharge and that in fact no just cause existed for the discharge or retoval. It logically follows from this that if one superintendent discharges an employe for cause and a new superintendent de-

termines that the discharge was not in fact for cause. It through mistake, misapprehension of the true facts, whim caprice, he may reinsate said discharged employe within a sonable time.

Statutes must be so construed, if possible and reasonable. to give each and every word therein some legitimate force: effect, and applying this rule of construction to said section it, in my opinion, carries out the true intent and purpose the legislature in exempting such employes from the gene previsions with reference to removals, suspensions, etc. for in the civil service law. The legislature, for reasons and ar ments presumably satisfying and controlling, has seen fit clothe the board of control and superintendents of our vari reformatory, charitable and penal institutions with a broa and greater authority with reference to these matters than of boards, commissions and heads of departments. I need not to you that this power is capable of being abused by appoint officers through whim, prejudice or caprice, and should be ercised very carefully and wisely in order that no injusflows to the state or to employes from this exceptional poplaced in the hands of the board and its subordinate offic Very truly yours,

F. L. GILBERT,

Attorney Genera

Reductions, Divisions or change in salaries fixed by la Where a statute creates a position and fixes the amount of c pensation, no discretion is given to the appointing officer. A c tract by a public officer or employe to accept less than the copensation fixed by law is void.

Hon. F. E. Doty,

April 15, 1908

Secretary State Civil Service Commission.

DEAR SIR:—In your letter of the 6th inst. you state tha statutory position being vacant, the officer having power appointment wishes to employ two persons, the salary fixed law to be divided between them. You say that the salary fi

law is \$90 a month and that it is his desire to have names retified to him by the state civil service commission at a salary 15 \$45 a month and thereupon to make appointment of two Persons for the one position. You have asked for my opinion as to the legality of such action by the commission and by the appointing officer.

I believe that no officer in Wisconsin has power to appoint subordinates, compensated out of the public treasury, unless he has statutory authority so to do.

"Even though the act of appointing officers may be deemed executive in its nature, the power to appoint officers, excepting, perhaps, those who are to assist him in the discharge of his personal executive duties, is not inherent in the chief executive, but must exist, if it exists at all by virtue of the authority conferred upon him by the soverign power."

Mechem on Public Officers, sec. 108.

In creating the position in question and in fixing the salary of the appointee the legislature contemplated the appointment of a person qualified to earn the salary named. It may not be assumed that the law makers had nothing else in mind than the amount of money to be paid out of the state treasury. To permit the work of public officers requiring judgment and discretion 10 be let to the lowest bidder would certainly violate the established public policy. It would be an impeachment of the legislative judgment for the civil service commission to require the same qualifications for an employe who is to receive \$45 a month that it requires for an employe who is to receive double that amount. If the legislature had appointed \$90 a month for the performance of certain work, then the appointing officer might apportion this sum to one or to many persons, as his judgment directed; but, where the statute creates the position and fixes the amount of compensation, no discretion is given to the appointing officer. It is held that a contract by a public officer or employe to accept less than the compensation prescribed by law is opposed to public policy and void.

Gilman v. Des Moines Ry. Co., 40 Ia. 200,

McConkey v. Chapman, 50 Ia. 281.

Boardman v. Thompson, 25 Iowa 487.

In the case of Gilman versus Des Moines Ry. Co., 40 Ia. 20 the supreme court of Iowa said:

"If an employe may take less than the amount fixed law, why may he not contract for an enlarged compensation. We think a contract whereby an officer agrees to accept less or a greater compensation than is perscribed by statuts is contrary to public policy and void."

I am of the opinion, that for the state civil service commissi to certify two names at \$45 a month for a statutory position, t salary for which is fixed at \$90 a month, and for the appointir officer to appoint two persons at such salary, instead of or person, as the statute prescribes, would be contrary to law.

Yours very truly,

F. L. GILBERT,

Attorney General.

Certification of pay rolls—Where an honest mistake, in maing an appointment, not involving an evasion of the law invasion of the rights of others was made, and where, if application had been properly made originally, the appointment would have been valid, the Commission may certify as of the earl date.

Hon. F. E. Doty,

January 12, 1909

Secretary Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—I am in receipt of your favor of the 8th inst—which you state in substance that the secretary of the railr commission asked for authority to employ a clerk for some to porary work and that it was orally understood that the pointment fell under paragraph 3 of section 17, which provides that where "the services to be rendered by the appoint are for a temporary period not to exceed one month, and to need of such service is important and urgent, the appoint officer may select for such temporary service any person the proper list of those eligible for the permanent appointment without regard to the standing on such list. It appears

at the end of the month the work was not complete, and at while the secretary of the railroad commission was advised writing that the appointment could not be continued under law above quoted there was a subsequent conversation between the secretary of the civil service commission and the ecretary of the railroad commission relative to said matter and that there is some disagreement as to just what was said, but any event the employe was continued in the service by the secretary of the railroad commission for an additional month and upon presentation of the payroll to the civil service commission certification of the name of this particular appointee was refused.

Your letter further states:

"The undersigned (secretary state civil service commission) believes that the secretary of the railroad commission acted in good faith, that the service was important, that the employe in question was peculiarly qualified for the special service to be rendered at that time and believes that the service should in justice be paid for by the state. He believes that if request had originally been made for a certification of names of persons competent to digest voluminous material and to prepare suitable subject headings and to make suitable analyses of this material (and I therefore assume that this was the work performed by the temporary appointee) that the civil service commission would have been obliged to notify the railroad commission that there was at that time no suitable eligible list for the position in question, and that an appointment could be made for two months under the Provisions of section 17, paragraph 1.

The question now arises, has the civil service commission any discretion in the matter? May it legally certify for compensation the name of the above mentioned employe, or does the failure of the secretary of the railroad commission to request authority to make appointment under the provisions of section 17, paragraph 1, in the first instance, prevent the civil service commission at this time from providing any relief?"

Replying to the same will say that the rather awkward a unfortunate situation now confronting the secretary of the ra road commission that payment to this particular emple is in question is apparently due to the fact that said secreta misconceived the proper steps to be taken when it was app ent that the temporary work could not be performed within In other words, had the secretary of the railread emission made his request for temporary help under subdivisi 1 of section 17 instead of under subdivision 3 of said section there would have been no difficulty as you state in your lett that in such case you could not have furnished a suitable e gible list for the work to be performed and therefore a tv months' appointment would have been allowable. The que tion therefore arises as to whether or not the civil service cor mission may now do what it had the authority to do in the fir instance had the application been definitely made under sa subdivision 1 instead of such circumstances as led the comm sion to believe that the appointment fell within paragraph 3 section 17. It also adds to the complication that the sec tary of the railroad commission after having received due tice in writing that the appointment must be terminated at end of the month still continued the appointee under w seems to be a misapprehension as to what was said in a s sequent conversation between himself and the secretary of civil service commission. However this may be, it appe from the foregoing quotation from your letter that the c. service commission is of the opinion that it was an honest n take with no intent to evade the provisions of the law. The clearly appears to be the fact as there was no necessity for tempting any evasion as the same result could have been according plished by the appointment being asked for under subdivision of said section. The object, spirit and purpose of the civil ser ice law are to raise the standard of public service, to prevent spoils system of political reward and to have positions filled from the proper list prepared by the civil service commission.

The legislature realized that certain demands would be ma upon the civil service commission for persons to perform c tain temporary work for which no suitable eligible list was

could be prepared and the sections above referred to were inserted in the civil service law to be applied in the sound discretion and judgment of the said commission. While some of the language used is mandatory in form, I cannot bring myself to believe that it was the intention of the legislature to divest an administrative commission so highly important to the welfare of the state of all discretion where no violation of the spirit and purpose of the law was involved where the question was rather a matter of administrative policy and to do full justice in equity where an honest mistake not involving an evasion of the law was made by an appointing officer and where, had the application been properly made in the first instance the commission had the authority to make and would have made the same appointment. The state has received service and there having been an honest attempt to comply with the law, I am of the opinion that under the facts and circumstances surrounding this particular case the civil service commission may at this time make the appointment as of the earlier date necessary. Such action by the civil service commission is not necessarily a precedent as each such matter must be judged and disposed of according to the particular and special facts and circumstances surrounding it.

Very truly yours,

F. L. GILBERT,

Attorney General.

Appointments and assignments of legislative employes—Selection and appointment of legislative employes must be made from suitable eligible lists; but if appointments are made temporary changes may be made in the assignment of duties for convenience and expeditious transaction of business.

HON. THOMAS MORRIS,

January 29, 1909.

Chairman Committee Legislative Expenditures and Employes of the Scnate,

Building.

DEAR SIR:—I am in receipt of your letter of this date in which you submit the following inquiries on which you ask my opinion, to-wit:

[&]quot;1-Can the chief clerk of the senate transfer the index

clerk to the position of assistant journal clerk under subsec. 111a of the statutes, where no appointment has made to the position of assistant journal clerk?

- 2—If so, can he then appoint another person to the pos of index clerk?
- 3—If such appointment can be made, is the civil se commission required to certify a person for such position index clerk upon the request of the chief clerk of the sense Replying to your first inquiry I will say that I assume a civil service examination has been held for both index journal clerks and that a list of persons who have passed examination have been certified to the senate by the civil se commission.

Such being the situation, I am of the opinion that app ment should be made for each of said positions from the lis certified, respectively for index and assistant journal clerks der the provisions of the civil service act, sec. 16. chap. 363, of 1905, unless some other statute makes a different proviable certified lists, so submitted, are for different positions each of which, presumably, separate examinations were held separate lists of eligibles obtained.

As I view it, it would be unjust and in violation of the s if not the letter, of the civil service act, when there are distinct offices within the control of one appointing body each of which separate examinations have been held and separate of eligibles certified, to permit both positions to be from one list and no appointment made from the other. To so apparent that I think no reasoning thereon is required I do not think your committee questions the justness or conness of that view, but you call my attention to a provision of 111a of the statutes, as amended by chap. 515 of the laws of which reads as follows:

"For the convenient and the expeditious transaction of business of the legislature the chief clerk of either house from time to time, make such temporary changes in the signments of his respective assistants and subordinat will, in his judgment, best accomplish this purpose,"

This section of the statute as revised and amended by chap-, 515, laws of 1905, was published and went into effect June 29, The civil service act, chap. 363, laws of 1905, was published and went into effect June 16, 1905. Therefore, the former act may, I think, properly be considered as an amendment or exception to the latter but, even so viewing it, the provision of sec. 111a, above quoted, does not entirely change the situation. That provision is authority for the chief clerk to make temporary changes in the assignments of his respective assistants or subordinates but it does not change the method of original appointment of such. Hence, as I view it, original appointment of these Positions must be made from the certified lists furnished by the Civil service commission for each position, respectively, but after such appointments are made the chief clerk may make such temporary changes in the assignment of duties of such assistants as will, in his judgment, best accomplish the object of convenience and expedition of the transaction of the business of the senate.

After arriving at this conclusion in respect to the first inquiry bubilted it appears to me to be unnecessary to answer your other inquiries, except that as I consider this provision of sec. 111a to be an amendment or exception to the civil service act it follows that after appointment of assistants, clerks, etc., of the senate are once made, the chief clerk's authority is supreme in respect to changes and assignments of duties of his assistants and subordinates and no authority is required from the civil service commission to make such changes or assignments.

Trusting that what I have said answers your inquiries, I am, Very truly yours,

F. L. GILBERT,

Attorney General.

. Classification of chief deputy oil inspector—The position is in the competitive class, but, after proper procedure, may be otherwise classified by the commission.

Madison, July 19, 1909.

HON. F. E. DOTY,

Secretary of Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—In your letter of the 29th ultimo you have asked for my opinion as to whether or not the chief deputy oil inspector must be selected from an eligible list selected by competitive examination.

The recent revision of the law relating to the inspectors of illuminating oils is as follows:

"The supervisor of inspectors of illuminating oils is hereby—authorized to appoint a chief deputy oil inspector from the eligibles under the provisions of chapter 363 of the laws of 1905 and the amendments thereto, and whose duties shall—under the direction of the supervisor of inspectors, be to assist in overseeing all deputy inspectors."

Subdivision 2 of section 17 of the civil law provides them where certain conditions are shown to exist that the commission may suspend the provision of the statute requiring competition etc.

It appears to me that the sole purpose of the law first metioned is to place said position under civil service and thus ta from the head of that department the right to make personselection in filling the office referred to.

It was not, in my opinion, the intent of the legislature, placing said position under civil service competition, to diver the civil service commission of the discretion or jurisdiction which it is authorized to exercise as to other positions underivil service competition. In other words, the position is underivil service and all laws and regulations pertaining to such civil service positions are equally applicable to it as to other civil service positions. It follows, therefore, that if after proper procedure the civil service commission is of the opinion that it

justified in suspending the provision of the statute requiring competition in filling that position it has the jurisdiction to do so.

Very truly yours,

F. L. GILBERT,

Attorney General.

Investigations—Game wardens—The commission has not exceeded its authority in propounding questions relating to their conduct.

Madison, July 21, 1909.

HON. G. W. RICKEMAN,

State Fish and Game Warden, Madison, Wis.

DEAR SIR:—This department is in receipt of your communication of the 21st inst., enclosing a list of questions submitted by the civil service commission to the deputy game wardens appointed by you under section 17 of the civil service law, wherein you ask whether or not it is obligatory on such wardens to answer said questions.

In reply I submit the following:

- 4. Have you while acting as deputy game warden at any time presented claims against the state for services not actually rendered as represented in the bill presented by you? If so, state to what extent it has been your practice to make charges for time not actually devoted to the interests of the state, and give your reasons for doing so.
 - 5. Have you while acting as deputy game warden at any time presented claims against the state for expenses not actually incurred by you as represented in your bills or vouchers? If so, give instances, dates, amounts, etc., in detail.
 - 6. Have you while acting as deputy game warden at any time presented claims against the state for expenses not incurred for the primary purpose of enforcing the game laws? If so, give instances and explain.
 - 7. Have you at any time since the passage of the civil service law, and while holding a commission as deputy game warden, received from any officer, agent, clerk or employe of

the state any sum or sums of money used or intended to used for any political purpose whatsoever? If so, give t name of the person from whom you received the money, t date on which the money was received, the amount, and other specific information coming within your knowledge

- 8. Have you at any time since the passage of the civil seice law, and while holding a commission as deputy game weden, either directly or indirectly solicited from any office agent, clerk or employe of the state any contribution of seices or money in behalf of any candidate for public office, to be used for any political purpose whatsoever? If so, g= the names of persons from whom you have solicited contibutions, and for what purpose.
- 9. Has any officer, agent, clerk, or employe under the go ernment of the state at any time since the passage of the creservice law, while holding commission as deputy game we den, solicited, either directly or indirectly, from you assessment, subscription, or contribution for any political prose whatsoever. If so, give the names of persons who has solicited or received from you such assessment, subscription or contribution.
- 10. In accepting this temporary appointment, is it und stood and agreed by you that any false statement made this examination shall be sufficient cause to deny your temporary appointment, or to vacate your office whenever such false statement is discovered in the future?

Subsection 1 of section 17 of the civil service law contemplate a "non-competitive examination" by the civil service commission of appointees thereunder.

Section 10 of the act provides that examinations "shall rela to those matters which will fairly test the capacity and fitne of the persons examined to discharge the duties of the office employment sought by them, giving due allowance for exper ence in the same or similar positions."

The commission has very broad discretion as to the scop of the examinations and the nature of the questions to be su mitted in all examinations conducted by it. Consequently I cannot say that the questions submitted have no relevancy as to the submitted have no relevancy as to the submitted have no relevancy as to the say that the questions submitted have no relevancy as to the scope of the examinations and the nature of the questions to be su mitted in all examinations conducted by it.

"fitness" of the appointees or that the commission has exceeded its discretionary powers in propounding the same.

In my opinion such appointees may not refuse to answer the questions submitted except for the reason that their answers might tend to incriminate them which, of course, would be a valid excuse for declining to answer.

Very truly yours,

F. L. GILBERT,

Attorney General.

Contributions and assessments when made for other than political purposes—Employes having a personal interest in the result of an action testing the validity of the law under which they are employed may contribute to its defense.

Hon. F. E. Doty,

Oct. 11, 1909.

Secy. State Civil Service Commission, Madison, Wisconsin.

Dear Sir:—I am in receipt of your letter of the 6th together with a letter to me from J. R. Anderson, deputy oil inspector from district No. 6, and circular letter from J. M. Charlesworth et al., also deputy oil inspectors, soliciting subscriptions to aid in the defense of an injunction action pending against the oil inspector, et al., and the same has received my careful attention.

Mr. Anderson wishes to know whether there is anything in the law to prevent contributions of this kind, and you ask my pinion thereon.

In reply you are infermed that this solicitation of money not a solicitation for political purposes and it therefore does not come under the condemnation of section 28, chapter 363 of the laws of 1905. If it were such, too much could not be said in the way of condemnation, but to my personal knowledge the action to which Mr. Anderson refers is an action to test the constitutionality of the oil inspection law enacted by the legislature of 1909. That law is one which provides, among other things, a means of raising the compensation to be paid oil inspectors and the compensation of each oil inspector depends in a great measure upon the constitutionality of this act. Each deputy oil in-

spector is therefore vitally interested in the law and the should be sustained; besides, the deputy oil inspectors are joined in the action and to my personal knowledge they lemployed a distinguished attorney who has appeared the for them and taken part in the argument of the demurrer to plaintiff's complaint.

It appears to me that the sole question involved is whe by so contributing to the defense and hiring an attorney oil inspectors are guilty of champerty or maintenance, an appears to me that they are not, that as they each have a sonal interest in the result of the action they may individu or jointly contribute to its defense. The defense of that ac does not solely depend upon the attorney general. The prahas been quite uniformly followed in this state for officer employ private attorneys to assist in the defense of action which the constitutionality of the law upon which their offic compensation depends when it is attacked. See Milwa Medical College v. Chittenden, 127 Wis. 468. Even attor employed by private persons may assist the state in the pi cution of civil actions, when such persons have an interes the outcome of the litigations. State v. Wis. Telephone 134 Wis. 335.

As a general proposition it may be said that it is not meterance to employ counsel in an action where the party so ploying counsel has an interest in the question at issue or a bona fide belief that he has an interest. See Andrew Mayor, 30 Wis. 228; Davies v. Stowell, 78 Wis. 334; Willi v. Fowle, 132 Mass. 385, 389; Gilbert Arnold Land Co O'Hare, 93 Wis. 194.

"Where a party has a remote or contingent interest, a possibility of interest, in the subject litigated, the agment is not champertous...... The party making it is no such a case a champertor interfering in strifes in which had no part, and maintaining them only for the profit may derive from them."

Williams v. Fowle, 132 Mass. 385, 389.

Many other cases might be cited but it seems those cited sufficient.

This fund is not demanded by the state inspector of oils. Nor is it payment, in any sense, to be made as a condition of holding office. As I look upon it, from papers submitted, it is merely a voluntary, concerted effort among the deputy inspectors to raise a fund for defense. I do not regard that as unlawful.

I therefore conclude that the deputy oil inspectors may voluntarily contribute to the defense of an action which attacks the constitutionality of the law under which they are employed or hold their offices without any violation of the Civil Service Act or any other law.

Very truly yours,

F. L. GILBERT,

Attorney General.

Game wardens—Eligible lists shall be prepared by senatorial districts. One state at large list is provided for by statute from which special deputies only shall be chosen.

Madison, Oct. 23, 1909.

Hox. F. E. Doty,

Secy. and Chief Examiner State Civil Service Commission,

Madison, Wisconsin.

DEAR SIR:—I am in receipt of your letter of the 22nd which reads as follows:

"Section 1498a, as amended by section 1, paragraph 312, 1899; section 1, chapter 358, 1901, and section 1, chapter 525, 1909, being paragraph 2 of the fish and game laws compiled by the state game warden for the year 1909, provides that the state game warden shall appoint 60 deputy game wardens. He shall appoint one from each senatorial district in the state, and the other from the state at large, to be distributed in such manner as to promote the best interests of the service. Each such deputy warden shall be selected from a list of eligibles furnished by the state civil service commission, and to that end a separate list of eligibles shall be prepared for each senatorial district.

Complying with this provision of law the civil service commission has prepared an eligible list for each senatorial district by means of a general competitive examination given simultaneously in each country of the state, and the commission is now prepared to certify names by senatorial districts of persons eligible.

Does it become the duty of the commission after one sent torial appointment has been made in each district, to certif from a list of persons eligible for the state at large, or ma such state at large appointments be made from the senatoria lists already prepared?

Until the question was recently raised by the state gar warden, we had assumed that the commission must prepartwo eligible lists,—one for the state at large, resulting fra a general state competitive examination, and a special I for each senatorial district.

The above referred to section further provides as following. The state game warden may from time to time, as needs of the service require and the condition of the fwill permit, appoint additional special deputy wardens temporary or occasional service from an eligible list selement from the state at large.

Was it intended by the legislature that the civil serve commission shall establish a state at large list procured lead a general competitive examination of all the candidates is the state, and was it further intended that all appointments shall be made from such state at large lists, except where it is specifically provided that the state game warden shall appoint one from each senatorial district in the state?

It is contended by the state game warden that he cannot as a rule, satisfy the provisions of law that appointment shall be distributed in such manner as to promote the bes interests of the service if he is compelled to select from state at large list without regard to the residence of eligible and their acquaintance with conditions in the locality when such appointments must be made."

In reply I will say that in my opinion the statute content plates the preparation of but two lists of eligibles from which

being the senatorial district list from which the game warden shall appoint one deputy from each senatorial district, and also the other deputies provided for up to sixty; the second being the list from which the special deputy wardens are to be chosen and which is to be made up from the state at large.

Had the legislature intended the preparation of a separate list from the state at large from which the balance of the sixty deputies, after the appointment of one from each senatorial district, should be chosen, it would, I believe, have directed the proposition of the special deputies from the same list, as the lists would otherwise be identical,—both being comprised of the names of eligibles from the state at large.

The article "an", preceeding the words "eligible list" as sed in referring to the list from which the special deputies are be selected, is of considerable significance in construing the statute. Had the legislature intended the deputies other than those from the respective senatorial districts to be selected from a separate list, made up from the state at large, as provided for the selection of the special deputies, it would have used the words "the", "such", or "said" in place of the article "an", in providing for the list from which the special deputies are to be appointed.

It is also significant that the provision for "an eligible list selected from the state at large" appears at the end of the section and in connection with special deputies only. It is evident that the legislature intended to repose a wide discretion in the game warden in selecting and distributing regular deputies "in such manner as to promote the best interests of the service."

It is therefore my opinion that the sixty deputies are to be selected from the senatorial lists prepared by you, and that the special deputies are to be selected from a list from the state at large.

Very truly yours,

F. L. GILBERT,

Attorney General.

Political contributions—The receiving of money by one gas warden from another (even without any solicitation on his pato be used for political purposes is a violation of the civil serlaw.

Madison, Nov. 5, 190!

HON. F. E. DOTY,

Sec'y and Chief Examiner Civil Service Commissi Madison, Wisconsin.

DEAR SIR:—This department is in receipt of your communition under date of the 25th ult. requesting an opinion upon t following matter:

"A United States senator, who at the time of being candidate for re-nomination in the primary election, transmitted, directly or indirectly, a sum of money to the stagame warden to be used by him to advance the said senator candidacy. The state game warden gave a portion of the sum received to a deputy game warden with instructions use the money to advance the candidacy of the said United States senator. It was clearly understood that the mone came from the senator, and that it was to be used to advanshis interests in the political campaign.

Section 28 of the civil service law provides:

'No officer, agent, clerk or employe under the governme of the state shall, directly or indirectly, solicit or receive or in any manner concerned in soliciting or receiving any assement, subscription or contribution or political service, wheth voluntary or involuntary, for any political purpose whatev from any officer, agent, clerk or employe of the state.'

Did the deputy game warden violate the above provision of law in receiving this money, it being conceded that it we retained and used by him for the purpose of advancing to interests of the senator? It is further conceded that the deputy game warden did not solicit the money, and that it received it with the distinct understanding that it came from the United States senator.

The specific question raised is, did the deputy warden r ceive the money from the state game warden, or did 1

receive it from the United States senator? If from the latter, did he receive the money from an officer, agent, clerk or employe under the government of the state? Can the above named sum of money received by the deputy game warden be denominated as an assessment, subscription or contribution, it having been received indirectly from the United States senator for the advancement of his own interests and not for the advancement of the interests of another?"

The principal object of the section quoted in your letter was, I believe, to abolish the pernicious system, which previously prevailed, whereby subordinate officers, agents, clerks, and employes of the state were obliged to contribute, subscribe, solicit and receive political funds and render political service or incur the disfavor of those under whom they held their positions. In order to accomplish this purpose the legislature plainly deemed it necessary to absolutely prohibit all such financial transactions, voluntary or involuntary, knowingly indulged in, among the classes enumerated. The law should, accordingly, in my opinion, be construed so as to fairly effectuate the objects of its enactment.

The state game warden and the deputy game wardens are both clearly within the designation "officer, agent, clerk or employe under the government of the state." Whether a United States senator is technically an "officer" or "agent" of the federal as distinguished from the state government it is not necessary here to decide. In my opinion, the deputy, in the instant case, received the money in question "directly" from the state game warden.

The words "assessment, subscription or contribution", are general terms and ought not, in my opinion, to be given a restricted meaning but should be fairly construed so as to include every species within any of the enumerated classifications. While it may not be technically an "assessment" or a "subscription", for one to distribute money for the advancement of his own political interest, such a distribution is fairly within the meaning of the word "contribution" and the further distribution thereof by another at the behest of a superior officer is certainly rendering a political service to said superior officer.

It is therefore my opinion that on the statement of far submitted by you there was a violation of the civil service la Very truly yours,

F. L. GILBERT,

Attorney General

Political service—An emyloye of the state may hold office county chairman of a political party, provided his acts confo with the restrictions of the civil service law in relation to plitical work.

Madison, Nov. 8, 1909.

HON. F. E. DOTY,

214

Secretary and Chief Examiner,
State Civil Service Commission.

DEAR SIR:—In your communication of the 1st instant you have asked me whether or not it is inconsistent with the privisions of the civil service law for an employe of the standard position in the competitive class of the classified service to act and to continue to act as county chairman of a pilitical party.

The duties of a political county committee are to conduct campaign for the election of the nominees of a political par and the propagation of the political principles of the part An incident of such work is the raising of a campaign fur for these purposes. Section 28 of chapter 363, laws of 190 provides:

"No officer, agent, clerk or employe under the governe of the state shall, directly or indirectly, solicit or receive be in any manner concerned in solicting or receiving a assessment, subscription or contribution or political servit whether voluntary or involuntary, for any political purpowhatever from any officer, agent, clerk or employe of t state."

Section 29 of the same chapter makes the promising by a public officer of an office or of aid in securing an office public employment or promotion in office to any person in

turn for his vote or for his political influence, bribery, and prescribes a severe penalty therefor.

These are the only restrictions placed by law upon officers or employes of the state in relation to political work.

My predecessor in office, in an opinion to you given July 19th, 1906, used this language:

"It was not the purpose of the legislature as expressed in civil service law to in any way abridge the rights of citizenship of the persons coming within the provisions of the law. Employes of the state have the same right as formerly to freely express their opinions upon political subjects and their preferences for candidates for office."

As stated in another opinion to you of even date, the object, of these provisions in the civil service law is to prevent what amounted to practical coercion in the giving and receiving of political funds and the rendering of political services by officers, agents, clerks and employes of the state.

It does not necessarily follow that an officer or employe of the state holding the position of county chairman of a political party is violating the law. It all depends upon the methods employed by him in conducting his campaign. It follows, therefore, that no hard or fast rule can be laid down in this proposition but each case must be decided according to the particular facts and circumstances surrounding it.

Very truly yours,

F. L. GILBERT,

Attorney General.

Little, C. S., Deputy game warden-status of.

February 15, 1910.

STATE CIVIL SERVICE COMMISSION,

Madison, Wisconsin.

GENTLEMEN:—I am in receipt of your favor of the 11th instant together with a copy of certain testimony apparently taken by the civil service commission in the matter of one C. S. Little, a deputy game warden.

The facts in the case appear to be that said Little was duly appointed to the position of deputy game warden by proper commission and that said commission expired July 1, 1909. It appears that sometime during the month of July, 1909, he was issued a commission for sixty days and that upon the expiration of said sixty days he was again commissioned for a temporary period, the state game warden relying upon the provisions of section 17, paragraph 1, chapter 363, laws of 1905. It appears that this service terminated on the third day of November, 1909, and that on the fourth day of November, he wrote to the state game warden tendering his resignation. The state game warden informed him that there was no resignation to accept as there was no commission in force.

On the foregoing facts you submit the following questions:

"In the absence of a suitable eligible list was the state game warden acting within his right to make a second temporary appointment of the said deputy game warden?"

"Did the deputy game warden, under the facts as above stated, acquire a right under the provisions of the civil service law to have charges filed with the civil service commission under the removal clause of the civil service law when his separation from the service was effected?"

In reply to the same I will say that deputy game wardens are appointed by the state fish and game warden, with the aPproval of the governor, from an eligible list furnished by the state civil service commission, and receive a certain per diem for such days as such deputies shall be under the direct order of the state warden and when such services have been actually rendered at the state warden's instance and under his direction. It is pot a monthly or yearly employment at a fixed compensation. follows from this that a deputy game warden may hold a compa mission a year and not be assigned to any work for which he The mere fact that his commission can claim compensation. expires does not separate him from the service in the sense to not being eligible to a commission. Failure to assign work him does not of itself amount to a suspension nor to a removal. Of course, he may be separated from the service by resignation or removal according to law, but as I understand the situation, up

This being the case, I am of the opinion that both temporary commissions were legal without any reference to the provisions of section 17, paragraph 1, chapter 363, laws of 1905. See opinion on page 426, Biennial Report and Opinions of the Attorney General, for 1908.

As to whether or not there was such a resignation as separated him from future possible state service is a close question. The rule is that there can be no valid and binding resignation unless made to a proper officer and accepted by him. The state fish and game warden did not accept his tendered resignation on the theory that his commission having expired he held no position of active service and, therefore, there was nothing to resign. Mr. Little's intention was, no doubt, to surrender any claim he might have to future service under proper commission. In any event, the resignation was not accepted and it would seen that Little still remains eligible to a commission if the game warden sees ft to issue one and assign him to work.

Very truly yours,

F. L. GILBERT,
Attorney General.

On a district list may not be chosen as appointed for service in some other district, except where he has by change of residence and conformity with examination requirements acquired the right to be certified as eligible for said district. Residence cannot be acquired solely for the purpose of acquiring eligibility.

Hox. F. E. Dorr,

Feb. 17, 1910.

Secretary and Chief Examiner.

State Civil Service Commission.

Dear Sir:—Yours of February 10th was received. You call attention to section 1498a of chapter 525, laws of 1909, which provides:

"The state game warden shall appoint sixty deputy game wardens; he shall appoint one from each senatorial district in the state and the others from the state at large, to be

distributed in such manner as to promote the best interests of the service."

You submit the following questions:

- "1—Does the provision that 'he (the state game ward en) shall appoint one from each senatorial district in the state imply that the person so appointed must be a resident of said senatorial district at the time of his appointment?"
- "2—Can a person whose name appears on an eligible list for one senatorial district acquire the right to be certified by the civil service commission and appointed as a deputy game warden for the senatorial district to which he has removed, it being understood that there are less than three persons eligible for certification from the district in which the appointment is to be made?"

· • •

._^ 🖫

<u> 7</u> 14

1

J. TI

: 47-1

-

_ 1

- "3---If the appointee removes from the district and takes up his residence in some other senatorial district after the date of his appointment, does such removal vacate the office, it being understood that he has been appointed for service to be rendered within and adjacent to the district, under the provision, that 'he shall appoint one from each senatorial district?' ''
- "4--Has an eligible, by moving from one senatorial district to another shortly before receiving an appointment as deputy game warden in the district to which he has removed, acquired residence for the purposes of the section above quoted, it having been established as a fact that three weeks after the date of his appointment he returned and made has residence at his original abode in another senatorial district?

In answer to your first question I will say that, in my opinion, the provision in said law that the appointments shall be made from each senatorial district contemplates appointments of persons holding a legal residence in the district at the time of their appointment.

In answer to your second question I will say that if all gamwardens throughout the state are subjected to the same examination, then it would appear that said second question should be answered in the affirmative. If, however, a different examination is given in different localities, owing to local conditions, the

fact that a person is qualified and has been placed upon the eligible list for one senatorial district would not necessarily entitle him to be certified by the civil service commission for another district unless the examination which he passed was substantially the examination required for the district for which he desires to be certified.

In answer to your third question, the law expressly provides that game wardens shall be distributed in such manner as to promote the best interests of the service. Although the state game warden may require any deputy to perform services in any part of the state, still it would seem as though the general intent of the legislature was that so far as possible and practicable the deputy appointed for a certain district should generally perform services within and adjacent to the said district. Should be cease to hold his legal residence in the district from which he was appointed, such a change would, in my opinion, vacate his office. It should be borne in mind, however, that absence on the basiness of the state does not in and of itself result in change of legal residence.

In answer to your fourth question I will say that it is possible for a person to move into a district three weeks before an appointment is made and acquire a legal residence therein. Should a person move into a district solely for the purpose of obtaining the appointment and with the fixed intention of removing therefrom after the appointment was made, he would not be entitled to the appointment in the first instance as he never was a resident of said district in the sense that the word is used in law. My answer to your third question practically answers the fourth. Very truly yours,

F. L. GILBERT,

Attorney General.

Classification of chief clerk of state fish commission—sition of chief clerk is classified by law as exempt.

Madison, May 20,

MR. F. E. Doty,

Secretary and Chief Examiner,
State Civil Service Commission,
Madison, Wisconsin.

DEAR SIR:—I am in receipt of your favor of the 18th which you call my attention to section 14, par. 1, of service law which provides in substance that the state f mission has in its employ a principal executive offi superintendent at a salary of \$2,500 per annum, and clerk at salary of \$100 per month; that when the civil law went into effect the commission deemed the pos superintendent to be classified by law as of the exempt the ground that the duties of the superintendent are ex administrative and secretarial; that the commission tre position of chief clerk as of the competitive class; that fish commission has recently appointed a person to the of chief clerk who was not certified by our commission eligible for the position of chief clerk by competitive e tion, and you ask whether or not in my opinion the po chief clerk in said office is classified by law as exempt.

In reply to the same I will say that said section 14, ps 1, of the civil service law provides that the chief clerk tray of any board or commission shall be included in the class. Sec. 1497a, stats. 1898, as amended by ch. 548, 1907, provides for the appointment of a superintendent eries by the fish commission and expressly provides t commissioners shall appoint and remove him at pleasu law does not give him the title of secretary or chief said commission, but on the contrary provides that the s of said commission shall be a member of the fish commissi office seems to be in the nature of a deputy executive of the commission to superintend the hatching and distrib spawn, etc., answerable only to the commission who has authority to appoint and remove him at pleasure, and

opinion cannot be treated for classification either as secretary or as chief clerk thereof.

I am therefore of the opinion that the office of chief clerk of said commission is classified by law as exempt, as the secretary of said board must be a member thereof and therefore does not come within the meaning of the word "secretary" as used in said section 14.

Very truly yours,

F. L. GILBERT,

Attorney General.

University purchasing agent, status of—The act of the Commission in authorizing an appointment under Section 17, paragraph 2, is a valid exercise of its jurisdiction. The Commission has no power to review its own decision after an appointment has been made in accordance with its order.

Madison, May 24, 1910.

MR. F. E. DOTY,

Sec'y and Chief Examiner, Civil Service Commission, Madison, Wisconsin.

DEAR SIR:—Under date of March 20, 1910, you submitted to the attorney general, for his opinion, two questions arising under the civil service laws. The attorney general, on account of the interest of his law partner in the answer to the questions submitted, has asked me, as a disinterested person, to give you my opinion with regard to the questions submitted. Since you have also joined in that request I have decided to do so, and will give you briefly my opinion, as well as the reasons which have led me to the conclusions reached.

The first question is:

"Some time in 1908 the commission authorized the board of regents of the university to make an appointment of a designated person, represented to be of high and recognized attainments, to the position of purchasing agent of the university, under the provisions of section 17, paragraph 2, chapter 563, laws of 1905. May the commission now require the board of regents to employ a purchasing agent from a suitable

eligible list procured by competitive examination, and the by terminate the employment of the present incumbent?"

It appears that pursuant to the authority conferred by su section 2 of section 17, chapter 363, laws of 1905, your comm sion authorized the Board of Regents of the university to ma an appointment of a designated person to the position of purcha ing agent of the university without a competitive examination This statute confers upon the commission power to suspe: the provisions of the statute requiring competition in case of vacancy in a position in the competitive class, where peculi and exceptional qualifications of a scientific, professional educational character are required, and upon evidence that for specified reasons competition in such spec case is impractiable and that the position can best be filled. the selection of some designated person of high and recogniz attainments in such qualities. It would seem that the question first importance is whether the qualifications of purchasir agents of the university require exceptional qualifications of scientific, professional or educational character. It may we be that such an agent might require scientific qualifications i order to be a successful purchasing agent, but whether the qualifications of a purchasing agent might be held to fall with this term or not, I think they are within the word "professional. The word professional in its larger and broader meaning is d fined by Webster to be:

"That of which one professes knowledge. The occupation if not mechanical or agricultural, or the like, to which or devotes himself; a business which one professes to understand and follow for subsistence; calling; vocation; employment See also the following cases where this definition has be approved:

Betz v. Maier, 33 S. W. 710. State v. Hunt, 129 N. C. 686.

In the latter case an immigrant agent who hired laborers be employed in another state was held to be within the ter "professional" as used in the constitution of North Carolin authorizing a tax on "trades and professions."

The word in a restricted sense only applies to the learned professions, which are said to be theology, law and medicine, but the words used in this statute it seems should not be thus restricted.

A purchasing agent is not required to be a professional person, but the qualifications required must be exceptional qualifications of a professional character.

The business done by a purchasing agent of the university may well be held to be of a professional character, for it must require a very considerable degree of knowledge derived from experience and study of the price and quality of a great variety of articles of commerce.

It is well known that large business companies and corporations employ purchasing agents who devote their entire time to the study of that particular business and become very expert and useful to their employers and command large wages. In a broader and more comprehensive sense they may be termed professional purchasing agents.

The common, ordinary or approved meaning of words in a legislative enactment is to be regarded as the one intended, unless inconsistent with the manifest legislative purpose, or excepting in the case of technical words as to which section 4971, statutes 1898, is to govern.

Sharp v. Hasey, 134 Wis. 618.

The words "scientific." "professional," or "educational" are not technical words and their ordinary meaning should be understood.

I conclude therefore that the act of the commission, under the section referred to, is a valid exercise of its jurisdiction. Having such jurisdiction, and having acted within that jurisdiction upon satisfactory evidence, my answer to the first question is that the commission has no power to now require the Board of Regents to employ a purchasing agent from a suitable eligible list procured by competitive examination.

Your second question is:

"In the event that the commision should find after due investigation that the above-named appointee does not, or did not possess the qualifications as provided for in paragraph 2, section 17, of the civil service law, is it now within the jur-

isdiction of this commission to rescind its previous of authorizing such appointment, or to terminate the emponent of the present incumbent?"

The answer to the first question probably determines the swer to this one, but it also involves the further question:

Whether the commission has the power to review its own cision after it has been made and the position filled in accord with its order.

No suggestion of mistake or fraud is contained in the quest asked, and I have not considered that phase of the matter is no limit fixed by the statute when the incumbent of position shall cease to hold it. That matter appears to be with the appointing authority. The commission has acted a evidence satisfactory to it, and suspended the provisions of statute as to the particular person and the person is in position of the office. Can the commission now revoke its order thus deprive the incumbent of the place or position and state of that person's services?

Under the civil service laws an officer or an employe of state cannot be deprived of his, or her, position except for cause. Section 22.

The power of removal lies with the appointing officer and with the commission.

State ex rel Wagner v. Dahl, 140 Wis. 301.

It is held in that case that even the court cannot incase to whether or not the appointing officer was right or with in discharging an employe, there being nothing to show that acted arbitrarily.

To construe the civil service law so as to permit the commis to review its own order after it had been executed, would to fer the right of dismissal from the appoining authority to commission, and thus violate that provision of the act which quires that removals shall only be made for just cause.

Subsection 2 of the statute under consideration provides suspension shall not be applicable to the place, and the infert to be drawn from this provision is that the suspenion shall indefinite as to the incumbent who has received the non-compative appointment; that is, that incumbent is only subject to

moval by the appointing officer, or in other ways expressly provided by statute.

If the commission has a power to review its own order now, why may it not have the same power where an office or position has been filled by a competitive examination? There is as much authority for one as for the other.

Where a position is filled after a competitive examination it may transpire that the incumbent selected is unfit for the place, but it would hardly be contended that the commission could inquire into the matter, revoke its certification and provide another eligible list from which the appointing officer might select a successor. The situation is the same here, for instead of a competitive examination and the certification of an eligible list, the commission has determined upon satisfactory evidence that competition was impracticable. If such power is given the commission it must be found in the civil service law. If we search for it, however, we are unable to find it.

The powers given the commission are all administrative in character and in no sense judicial, except in the limited sense of being invested with power to ascertain facts. It is a board of limited jurisdiction. It has no power not conferred by express statute, or necessarily implied from the powers specifically given by law.

I conclude therefore that your second question should be answered in the negative.

Yours respectfully,

L. M. STURDEVANT.

"Classification of Superintendent of Fisheries, State Fish Commission.—The position of superintendent of fisheries is, in the absence of any action of the civil service commission, classified by law as in the competitive class.

Madison, June 20, 1910.

HON. F. E. DOTY,

Secretary and Chief Examiner,

State Civil Service Commission,

Madison. Wisconsin.

Dear Sir:—In reply to your favor of the 4th instant, relative to the position of superintendent of fisheries, I will say that

subdivision 1, section 14, of the civil service law, provides the one deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission shall be in cluded in the exempt class. It can hardly be said that the super intendent of fisheries is the deputy or assistant of a "princi pal executive officer," and the law does not provide for the ex emption of a "deputy or assistant" of any board or commis-Section 1497a, statutes of 1898, as amended by ch. 548 laws of 1907, provides for the appointment of a superintenden! of fisheries by the fish commission and that said commission maj appoint and remove him at pleasure. Said sec. 1497a was in force and effect prior to the enactment of the civil service law, which law expressly repeals all acts and parts of acts inconsistent therewith. It follows, therefore, that his appointment and removal at the pleasure of the commission was repealed by th enactment of the civil service law. Subsequently, however, by the enactment of ch. 548, laws of 1907, the same language found in said sec. 1497a was re-enacted, being subsequent to its implied repeal. However, I am not prepared to say that such subsequent re-enactment is of such a nature as warrants me in saying as a matter of law that the position of superintendent of fisheries is not included in the civil service law. Subd. 4, of see 14, provides that "no office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules, and the reasons for such exemption shall be stated separately in the reports of the said commission." I cannot say therefore, as a matter of law, that said position is exempt.

In conversation with you, however, I learn that the present incumbent of that position was in the employ of the state at the time that the civil service law took effect and that owing to said position being at that time considered exempt the present incumbent was not subjected to a non-competitive examination, as the law provided for those then in the employ of the state. This being the case I do not think that he should now be deprived of any rights which were his at that time. Had he been called upon to take a non-competitive examination at that time he up doubtedly would have done so, and owing to his long experience and recognized ability he would undoubtely have satisfied the

commission of his ability to discharge the duties of said position. It would therefore, seem to me that it would be just and proper that the commission should now extend to him the same rights and advantages that he would have enjoyed had the commission at that time considered him under civil service. I make this suggestion for two reasons: first, because it is in line with a conversation had with Mr. Doty, and second, in my opinion he enjoyed certain rights at the time when the civil service law went into effect which courts would now recognize if the occasion arose even at this late day.

Very truly yours,

F. L. GILBERT,

Attorney General.

COURT DECISIONS.

State of Wisconsin ex rel Wagner, appellant, vs. Dahl, Stat Treasurer, respondent.

Sep. 17-Oct. 5, 1909.

- 1. The power to remove an incumbent is incident to the power to appoint, in the absence of some constitutional or star utory provision to the contrary.
- 2. An office is not a property right. Right to hold office is n. a vested one.
- 3. The power of amotion from office is not a judicial power but is an administrative one, though it be exercised in judicial manner.
- 4. While mandamus may be invoked to compel the exercise discretion vested, it cannot compel such discretion to exercised in any particular way.
- Section 22, chapter 363, laws of 1905, provides that no sul 5. ordinate or employe in the competitive, non-competitiv and labor classes in the state shall be removed except fo just cause, which shall not be religious or political. that there being no provision for a review of the action of the removing officer, the courts would decide whether assigned for removal iust the was cause within the meaning of the law, but would not determine whether the officer was right or wrong in his conclusion upon the facts that the cause assigned for removal in fact HELD, that when a cause recognized by statute is existed. assigned, the power to determine whether it exists or not is vested exclusively in the officer or board making the removal.

The relator was employed as bookkeeper in the office of the state treasurer and was discharged from his employment by that

officer. Incompetency and insubordination were the causes assigned for his removal. Relator procured an alternative writ of Mandamus ordering the defendant to reinstate him in his employment or show cause why he should not be reinstated. Such writ was granted on a petition in which the relator set forth, among other things, that he was neither incompetent nor insubordinate. The defendant, by his return to the writ, justified his action on the grounds stated. The issues made up by the petition for the writ and the return and the answer thereto were submitted to a jury for determination. The jury found that the relator was incompetent and that he did not perform all the lawful directions given him by superiors in the office of the state treasurer. Judgment was entered on such verdict in favor of the defendant. To review alleged errors in the trial of the action the relator brings this appeal.

For the appellant there was a brief by Miner & Elver and oral argument by E. T. Elver.

For the respondent there was a brief by Jones & Schubring, and oral argument by B. W. Jones.

BARNES, J. It is a well-nigh universal rule that where no definite term of office is fixed by law the power to remove an incumbent is an incident to the power to appoint, in the absence of some constitutional or statutory provision to the contrary. Hennen, 13 Pet. 230, Parsons v. U. S., 167 U. S. 324, 17 Sup. Ct. 880, and collection of cases in 37 Cent. Dig., title "Officers," § 9, and in 29 Cyc., same title, 1371, note 72. Our law does not regard an office as a property right. Neither is the right to hold office a vested one. State ex rel. Starkweather v. Superior, 90 Wis. 612, 619, 64 N. W. 304; State ex rel. Cook v. Houser, 122 Wis. 534, 603, 100 N. W. 964. The power of amotion from office is not a judicial power, but is an administrative one, though it be exercised in a judicial manner. State ex rel. Starkweather v. Superior, supra; State ex rel. Cook v. Houser, supra; Nehrling v. State ex rel. Thal, 112 Wis. 637, 645, 88 N. W. 610.

It is clear that the limitations on the power of removal by the treasurer, if they exist, must be found in some statute or

statutes of the state and the only one which it is claimed effect the question is sec. 22, ch. 363, Laws of 1905, which reads as f lows:

"No subordinate or employe in the competitive class noncompetitive class, or the labor class of the civil service the state, who shall have been appointed under the provisic of this act, or the rules made pursuant thereto, shall be a moved, suspended for more than fifteen days, discharged reduced in pay or position, except for just cause, which sha not be religious or political. In all cases of removal the appointing officer shall, at the time of such action furnish the subordinate his reasons for the same and allow him reasonable time in which to make an explanation. The re sons for removal and the answers thereto shall be filed writing with the commission."

It will be observed that the treasurer, under the provisions the law quoted, might not remove a subordinate except for ju cause and that such cause should not be religious or politice. The statute makes no provision for any review, by any oth body or tribunal, of the action of an appointing officer in moving a subordinate. The important question in the case, therefore, is the determination of how far and to what extent the courts have authority or jurisdiction to review the act complained of by the relator.

In State ex rel. Gill v. Watertown, 9, Wis. 254, the state under consideration authorized the common council of the cito remove certain officers for "due cause." No provision we made for an appeal from or review of the decision of the common council. It was held that what constituted due cause was a question of law to be determined by the courts, but the discretion vested in and exercised by such a body or tribur would not be controlled by mandamus. In other words, it we held that the courts would decide whether the cause assigned removal was "due cause" within the meaning of the law, I would not determine whether the council was right or wrong its conclusions upon the facts that the cause assigned for remo in fact existed.

State ex rel. Kennedy v. McGarry, 21. Wis 496, involved

removal of an inspector of the house of correction by the board of supervisors of Milwaukee county. The statute authorized the removal for "incompetency, improper conduct, or other cause satisfactory to said board." The resolution removing the inspector recited that he was removed for "incompetency, improper conduct, and disobedience of the orders of the board." No provision was made in the law for a review of the decision of the county board. It was held (1) that the power of the board to discharge was absolute and its determination was final when acting within the scope of its power; (2) that if the board should attempt to discharge for a cause not recognized by law and not affecting the competency or the fitness of the employe, such action would be an excess of power and not a removal under the statute, and would be equivalent to a removal without cause—a mere arbitrary removal not warrented by statute; (3) that when the cause recognized by statute is assigned, the power to determine whether it exists or not is vested exclusively in the board, and its decisions on the facts cannot be reviewed by the courts; (4) that the only question for judicial cognizance was whether the cause assigned for removal was one for which removal might be made under the statute.

State ex rel. Willis v. Prince, 45 Wis. 610, involved the removal of the county clerk of Ashland county under a statute (sec. 6, ch. 14, R. S. 1858) which authorized the county board to remove such an officer "when in their opinion he is incompetent to ^{execute} properly the duties of his office, or when, on charges and evidence, it shall appear to said board that he has been guilty of official misconduct, or habitual or wilful neglect of duty, if, in the opinion of said board, such misconduct or neglect shall be a sufficient cause for removal." The court said that the statute gave a wide discretion to boards of supervisors, which "will not be revised or controlled except in most clear and conclusive cases of abuse." The proceeding was one of quo warranto, and the the court further held that the only questions it would consider "Had the board of supervisors jurisdiction, and did they make the proper order and a final adjudication in the case, and Were the records produced sufficient evidence of both?" This case is an extreme one in view of the provisions of ch. 163, Laws

of 1869, which gave the county clerk a right to appeal from th order removing him, and which seemed to contemplate that h should have a trial de novo in court.

In State ex rel. Cook v. Hauser, 122 Wis. 534, 100 N. W. 964 the construction of sec. 35, Stats. (1898), was involved. In the event of two conventions of the same party being held, the secr tary of state was required to give preference in designation • the official ballot to the nominees certified by the state central committee. The statute did not provide for any review of action of such committee in making its certification. The rie of the court to review the decision of the committee was combatand it was held that where a new right is created by statute a: the statute provides a method by special tribunal for the enforce ment or protection of such right, and makes no provision for review of the decision of such tribunal, the remedy given : exclusive, provided the tribunal acts within its jurisdiction. O Justice Marshall, page 570 of 122 Wis. (100 N. W. 975, and of the present chief justice, page 595 of 122 Wis. (100 N. W 984). Such is the law elsewhere generally. Miller v. Clar 62 Kan. 278, 62 Pac. 664; Chapman v. Miller, 52 Ohio S 166, 39 N. E. 24; People ex rel. Ward v. Roosevelt, 151 N. Y 369, 45 N. E. 840; People ex rel. Lowry v. District Court, 3 Colo. 15, 74 Pac. 896; State ex rel. Brewer v. Abbay, 82 Mis-559, 35 South. 153; State ex rel. Yates v. Crittenden, 164 M. 237, 64 S. W. 162.

We have in this case a right created by statute by whic certain state employes may not be discharged except for jucause, and the power of removal for such cause is vested in the appointing officer, with no provision in the law for reviewing his decision, so that the situation is similar to that before to court in State ex rel. Cook v. Houser, supra.

The instances are numerous where public officers, pubboards, and nonjudicial bodies are required, in the performance of their duties, to pass upon and decide questions of fact. Valous state officers, boards of review, commissioners in laying chighways, the board of dental examiners, the board of contrate board of regents, and numerous other kindred bodies the might be mentioned fall within the catagory. In the absence

a statute giving the right to review on the merits, errors in Judgment committed by such persons or bodies will not be reviewed by the courts. The ultimate decision on questions of fact must rest somewhere, and, when the question presented is one pertaining to legislative rights and privileges, the decision of the special tribunal appointed to decide the question is final, if it acts within its jurisdiction and not arbitrarily, and no review is provided for. State ex rel. Coffey v. Chittenden, 112 Wis. 569, 88 N. W. 587; State ex rel. Vilas v. Wharton, 117 Wis. 558, 94 N. W. 359; State ex rel. Augusta v. Losby, 115 Wis. 57, 90 N. W. 188; State ex rel. Heller v. Lawler, 103 Wis. 460, 79 N. W. 777; State ex rel. N. C. Foster L. Co. v. Williams, 123 Wis. 61, 100 N. W. 1048. Moreover, the cases hold that mandamus will not lie to control or view the exercise of the discretion of any Court, body, or officer when the act performed is judicial or **Quasi-judicial.** While mandamus may be invoked to compel the exercise of the discretion vested, it cannot compel such discretion to be exercised in any particular way. State ex rel. Gericke - Ahnapee, 99 Wis. 322, 326, 74 N. W. 783; State ex rel. Fourth at. Bank v. Johnson 103 Wis. 591, 622, 79 N. W. 1081; State rel. Court of Honor v. Giljohann, 111 Wis. 377, 386, 87 N. 245; State ex rel. Coffey v. Chittenden, 112 Wis. 569, 574, 88 N. W. 587; State ex rel. Ginn v. Wilson, 121 Wis. 523, 526, 99 N. 336; State ex rel. Rudolph v. Hutchinson, 134 Wis. 283, 287, 114 N. W. 453; State ex rel. Vanderwall v. Mayor, etc., 134 Wis. 437, 442, 114, N. W. 802; State ex rel. Davern v. Rose. past. p.—, 122 N. W. 751.

We can see nothing in the civil service law that would warrant giving it any other or different construction from that almost in it formly given to other acts involving situations similar to the presently under consideration. The purpose of the legislate in passing the act was apparent. We do not perceive how conclusion reached will operate to defeat or impair that pose. It is not to be presumed that officers to whom the ople of the state have intrusted important public functions ill violate their oaths of office and become perjurers because ey may want to remove one employe to make place for other. In case of removal the right of selection is ordinarily

limited to choosing a successor from one of three names certiby the civil service commission. The presumption is that pul officers will obey the laws and not wantonly and crimina violate them, and the legislature may well have had in m the advisability of placing the absolute power of discharge. just cause in the heads of departments, so that a high degree efficiency and discipline might be maintained and the pub business might be transacted with accuracy and with reason able promptness. The causes for removal assigned by the sta treasurer in the present case were just causes for removal with the meaning of sec. 22, ch. 363, Laws of 1905. The treasu acted within his jurisdiction in making the removal for cause specified, and there is nothing to show that he ac arbitrarily, or otherwise than in perfect good faith, in mak it. Whether he was right or wrong in reaching the conclus which he did on the facts is not a question for the courts decide. The decision of that question has, wisely we thi been left with the treasurer and not with the courts. Indeed, question discussed has been so frequently decided that a m citation of the authorities should suffice.

It follows that the motion of the defendant to take the of from the jury and dismiss the action should have been granged. This view of the case renders the errors complained of on trial immaterial with one exception. Objection was made to allowance of witness fees paid two jurors, amounting to \$6 for attendance upon the hearing of the motion for a new to which was in part based on alleged misconduct of one of jurors. We think the items were properly taxed and that judgment appealed from is correct.

By the Court.—Judgment affirmed.

TIMLIN, J., took no part.

THE CIVIL SERVICE LAW.

DEFINITIONS.

SECTION 1. When used in this act:

- 1. The term "commission" signifies the state civil service commission.
- 2...The term "civil service" signifies all offices and positions of trust or employment, including mechanics, artisans and laborers, in the service of the state, except offices and positions in the militia.
- 3. The term "appointing officer" signifies the officer, commission, board or body, having the power of appointment, or election to, or removal from, subordinate positions in any office, department, commission, board or institution.
- 4. The terms "subordinate" and "employee" signify any person holding a subordinate position subject to appointment, removal, promotion, or reduction, by an appointing officer.

GENERAL PROVISIONS.

SECTION 2. After the passage of this act, appointments to, and promotions in the civil service of this state shall be made only according to merit and fitness, to be ascertained as far as practicable by examinations, which so far as practicable, shall be competitive. After the expiration of six months from the passage of this act, no person shall be appointed, transferred, removed, reinstated, promoted or reduced as an officer, clerk, employee or laborer in the civil service under the government of this state in any manner, or by any means, other than those prescribed in this act,

STATE CIVIL SERVICE COMMISSION; HOW CREATE COMPENSATION.

SECTION 3. As soon as this act shall go into fect the governor shall, by and with the advice a consent of the senate, appoint three persons to ser one for six years, one for four years, and one i two years, as civil service commissioners, and t said three commissioners shall constitute the ci service commission of this state. Every alternation year therafter, the governor, with the consent the senate, shall appoint one person as the success of the commissioner whose term shall expire, serve for the term of six years from the date of 1 appointment, and until a successor is appointed a qualified. The governor may remove any comm sioner at any time for inefficiency, neglect of du or malfeasance in office. At no time shall me than two commissioners be adherents of the sa political party. Any vacancy in such commiss shall be filled by appointment by the governor, s ject to confirmation by the senate, but any appoi ment shall be in full force until acted upon by The commissioners shall hold no other crative administrative office under the United Sta or the state of Wisconsin. Each commissioner st be paid ten (\$10.00) dollars per diem for the ti actually and necessarily devoted to his official du not exceeding one hundred days each year, and necessary expenses incurred in the discharge of Each commissioner shall qualify official duties. filing with the secretary of state an oath to perfc faithfully the duties of his office.

OFFICERS AND EMPLOYEES OF THE COMMISSION.

Chief Examiner; compensation.

Section 4. The civil service commission relect one of its members president, and may empla chief examiner, who shall be ex-officio secreta: at a salary of \$2,500 per year, a stenographer

not to exceed \$840 per year, and may employ such additional clerks or examiners as may be necessary. Said employees shall be paid necessary expenses actually incurred in the discharge of their official duties. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of the department or office in which such person serves, act as local examiner. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the office in which they are serving, and time shall be allowed therefor during office hours and no extra compensation shall be paid such officers for such service. (As amended June 19, 1907.)

SECTION 5. The commission shall be provided with suitable office accommodations in the capitol building at Madison, and it shall be the duty of the officials having control of municipal and county buildings to furnish convenient offices and rooms for examinations, and necessary furniture, heat and light, for the accommodation of local examiners and registrars upon requisition by the commission. commission shall be furnished by the state superintendent of public property with stationery, printing, supplies, postage and an official seal, and other articles which it may require. All salaries, expenses and disbursements of the commissioners and their subordinates and employees, shall be paid out of the state treasury, as the salaries and expenses of other state officers are paid, and a sum sufficient to carry out the provisions of this act not exceeding the sum of fifteen thousand dollars per annum, is hereby appropriated, of which sum \$2,000 is specifically set aside for the compensation of local examiners. amended June 19, 1907 and June 20, 1909.)

PUBLIC OFFICERS' DUTIES.

Restrictions on the power of appointing officers.

Penalty for appointments con-

Section 6. It shall be the duty of all officers this state to conform to and to comply with and aid in all proper ways in carrying into effect the pl visions of this act and the rules and regulations p scribed thereunder and any modification there No appointing officer shall, after six months from the date of the passage of this act, select or appo any person for appointment, employment, pron tion or reinstatement, except in accordance with provisions of this act and the rules and regulation prescribed thereunder. Any person employed appointed contrary to the provisions of this act or the rules and regulations established thereund trary to law. shall be paid by the officer, or officers so employi or appointing, or attempting to employ or appo him, the compensation agreed upon for any serv performed under such appointment or employme or attempted appointment or employment, or case no compensation is agreed upon, the act value of such services and any expenses incurred connection therewith, and shall have a cause of tion against such officer or officers, or any of the for such sum or sums and for the costs of the acti No public officer shall be reimbursed by the st for any sums so paid or recovered in any such acti

> POWERS OF THE COMMISSION TO MAKE AND ENFO! RULES AND REGULATIONS.

> Section 7. The civil service commission shall Prescribe, amend and enforce rules & regulations for carrying into effect the provisions All rules so prescribed shall be subject the approval of the governor, and they may fr time to time, subject to like approval, be added amended or rescinded, provided however, that if governor takes no action on a rule or amendm submitted to him within a period of ten days fr

the date of its submission, then the rule or amend ment shall become effective as though approved by the governor.

ecords.

SECOND. Keep minutes of its own proceedings and records of its examinations and other official actions. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers therto filed with it, shall, subject to reasonable regulations, be open to public inspection.

wer to instigate the loreement law, rules regula-

Third. Make investigations, either sitting as a body or through a single commissioner, concerning all matters touching the enforcement and effect of the provisions of this act, and the rules and regulations prescribed thereunder concerning the action of any examiner or subordinate of the commission and any person in the public service, in respect to the execution of the act, and in the course of such investigations, each commissioner and the secretary and the cheif examiner shall have the power to administer oaths and affirmations, and to take testimony.

dicial vers.

Fourth. Have power to subpoena and require the attendance in this state of witnesses and the production thereby of books and papers pertinent to the investigation and inquiries hereby authorized, and to examine them and such public records as it shall require in relation to any matter which it has authority to investigate. In the discretion of the commision fees may be allowed to witnesses, and on their certificate, duly audited, shall be paid by the state treasurer, for attendance and traveling as provided in section 4067 of the statutes of 1898. officers in the civil service, and their deputies, clerks, subordinates and employees, shall attend and testify when requested to do so by said commission. disobedience thereto, or neglect of any subpoena issued by the said commissioners, or any one of them,

or their secretary or chief examiner, to any per or the refusal of any witness to testify to any ma regarding which he may lawfully be interroga shall be held a contempt of court, and it shall be duty of the circuit court of any county, or of judge thereof, on application of the commission any commissioner, to compel the obedience by tachment proceedings for contempt, as in the cas disobedience of the requirements of a subpoena sued from such court, or a refusal to testify ther

Biennial report.

Fifth. Make a biennial report to the gover on or before the first day of December in each ϵ numbered year, showing its own actions, and r and regulations and all the exceptions thereto force, and the practical effects thereof, and any gestions it may approve for the more effectual complishment of the purposes of this act. It slalso give the names and separate compensation all persons employed by the commission during preceding year and the purposes of such employed ment. Such reports shall be immediately prin for public distribution, and shall be transmitted the legislature when next convened.

UNCLASSIFIED SERVICE.

SECTION 8. The civil service shall be divi into the unclassified service and the classified service. The unclassified service shall comprise: officers elected by the people. All officers and ployees appointed by the governor whether sub to confirmation or not. All officers and employ in any department for the creation of which a vof two thirds of all the members elected to e house is required. All presidents, deans, principals, professors, instructors, scientific staff to other teachers in the university, normal or pulschools, the library staff in any library maintain wholly or in part of state expense, the superint dent, warden or other head of the state reformate charitable and penal institutions. All persons

pointed by name in any statute. All legislative officers. The classified service shall comprise all positions not included in the unclassified service.

TO **POWERS** AND DUTIES OF COMMISSION MAKE CLASSIFICATION.

Section 9. Within six months after the passage of this act and the appointment of the civil service commissioners as herein provided, the commission shall put into effect rules for the classification of the offices, places and employments now or hereafter created in the classified service of this state. Within the same time the commission shall also make rules and regulations providing for examinations for positions in the classified service of the state, appointments to, removals from, and promotions and reductions therein, and for such other matters as are necessary to carry out the purposes of this act. Due notice of the contents of such rules and regulations and of any modifications thereof shall be given by mail in due season to appointing officers affected thereby and said rules, regulations and modifications shall also be printed for public distribution. All original appointments to the competitive and non-competitive classes and the labor class of the classified service shall be for a probationary period of one, two or three, months in the discretion of the appointing officer, but dismissal for cause may be made during such period. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. The commission shall require of all officers or employees and the prosent in the civil service falling within the provisions of this law, as well as of all persons appointed after the passage of this act and before the rules shall take effect, except officers or employees of the

Probation. Deriod.

Hon-com-Detitive exoriginal incombents.

several state reformatory, charitable and penal institutions, a non-competitive examination as a conction of continuing in the service longer than s months after the adoption of the rules provided f in this section. Reasonable notice of examination shall be given to such officers and employees.

EXAMINATIONS.

Section 10. All examinations for positions the classified service shall be practical in characte and shall relate to those matters which will fair test the capacity and fitness of the persons examinto discharge the duties of the office or employme sought by them, giving due allowance for expeence in the same or similar positions. The compe tive examinations shall be free and open to all a plicants who are citizens of the United States a of the state of Wisconsin, and who shall have £ filled the preliminary requirements stated in sect: 11 of this act and shall be held at such times a places as shall, in the judgment of the commissic most nearly meet the convenience of applicants ar the needs of the service. Examinations of a tecnical or special character, or where requirements a peculiarly within the knowledge of the office, instit: tion or department in which appointment is to ! made, shall be proposed by the incumbent of suc office or head of such institution or department, c by persons having knowledge and experience in the same or similar employments. It is the declare policy of the state that under the operation of th act there shall be fair distribution throughout th state of persons excepted for the classified service and to that end examinations shall be held simu taneously at at least one convenient point in each county of the state but the commission may requi candidates who have satisfied the preliminary as written requirements, to undergo a supplementa examination in cases where tests for manual sla or use of instruments in constructive work may necessary, at one or more designated places in t state. (As amended June 19, 1907.)

APPLICATIONS.

Section 11. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination a formal application, in which the applicant shall state under oath or affirmation:

- 1. His full name, residence and post office address.
- 2. His nationality, age, and the place and date of his birth.
- 3. His health and his physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may reasonably be required touching the applicant's merit and fitness for the public service.

Blank forms for such applications shall be furnished by the comission without charge to all persons requesting the same. The commission may require in connection with such application such certificates of citizens, physicians or others having knowledge of the applicant as the good of the service may require. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, and deception or fraud in his application, in his certi-

hat applicions may rejected.

Applicants in the mechanical trades.

ficate, in his examination, or in securing his eligibility or appointment or refuses to furnish testimony as required in section 7 of this act. Applicants for positions in the recognized mechanical trades must have had practical experience for such periods as the commission may prescribe. Whenever the said commission refuses to examine an applicant or after an examination to certify an eligible, as provided in this section, then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. When any position to be filled involves fiduciary responsibility, the appointing officer, where otherwise permitted by law, may require the appointee to furnish bond or other security, and shall notify the commission of the amount and other details thereof; provided, however, that any surety company, the bonds of which are accepted by a judge of any court of record in this state, shall be a sufficient security on any such bond.

DIVISIONS OF CLASSIFIED SERVICE.

Section 12. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employees.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

Section 13. The superintendents or heads of the several state reformatory, charitable and penal institutions shall, within thirty days, arrange all positions connected with their respective institutions, into classified lists, conforming as near as may be to the spirit and purpose of this act, and such classifications, when approved by the tate board of control, shall be

adopted by the commission as the classifications in such respective institutions, and adequate eligible lists shall be made up and so far as possible at all times kept by the commission from which appointments shall be made in such institutions. But the provisions of this act with reference to removals, suspensions, discharges, reductions in pay or position, transfers and reinstatements shall not be applicable in such cases, except that they shall be made for just cause, which shall be neither religious nor political. In such institutions emergency appointments and appointments when no suitable person is on an eligible list may be made otherwise than from such list. such persons when so appointed shall have the same rights as though taken from an eligible list, except that they may be subjected to such test as to merit and fitness as shall be prescribed by the commission.

Transfers and re-instatements.

Emergency of appointments.

EXEMPT CLASS.

Section 14. The following positions shall be included in the exempt class:

- 1. One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.
- 2. One stenographer for each appointing officer, board or commission.
- 3. The clerks and other assistants and employees of the supreme court.
- 4. In addition to the above there may be included in the exempt class all other offices or positions, except laborers, for the filling of which competitive or non-competitive examinations shall be found by the civil service commission to be impracticable on account of the temporary character of the employment or for special reasons satisfactory to the commission. But no office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules, and the reasons for such exemptions shall be stated separately in the reports of the

said commission. Not more than one appointmental be made to or under the title of any such office or position unless a different number is specifical mentioned in the rules. No office or position shall classified by the commission in the exempt class except after public hearing by the commission or a member or the chief examiner thereof. Suitapublic notice of such hearings shall be given by said commission. At any such hearing any tax-pay of this state shall have the right to be heard, eithin person or by counsel, either in opposition to or favor of the proposed exemption. Appointments if the exempt class may be made without examination.

COMPETITIVE CLASS.

Section 15. The competitive class shall include a positions for which it is practicable to determine th merit and fitness of applicants by competitive exar inations, and shall include all positions and emplo ments now existing or hereafter created, of whatev functions, designations or compensation, in each at every branch of the classified service, except such sitions as are in the exempt class, the non-competit class, or the labor class. Appointments shall be ms to or employment shall be given in all positions in 1 competitive class that are not filled by promotic reinstatement, transfer or reduction under the pr visions of this act and the rules made in pursuance thereof, by appointment from among those certifie to the appointing officer in accordance with the pro visions of section 16 of this act. The term of eligi bility of an applicant shall be fixed for each list by th civil service commission at not less than one, nor mor Appointments shall be made from than three years. the eligible list most nearly appropriate, and a ne and separate list shall be created for a stated positic only when there is no appropriate list existing fro which appointments may be made. No person sha be appointed or employed under any title not appr

Appointments.

Term of eligibility.

priate to the duties performed, and no person shall be transferred to, or assigned to perform the duties of, any position subject to a competitive examination, unless he shall have previously passed an open competitive examination equivalent to that required for such position.

APPOINTMENTS IN COMPETITIVE CLASS.

otice of va-

Prtification of eligibles.

When eligibles may be dropped from

Section 16. Notice shall be given in writing by the appointing officer to the civil service commission of the existence of any vacancy or vacancies in any office or employment in the competitive class under the provision of this act, and within ten days after the receipt of such notice the commission shall certify from the register of eligibles appropriate for the group in which the position to be filled is classified, the three names at the head thereof which have not been certified three times to the department or office in which the vacancy exists. Whenever eligibles are certified, they must always be those candidates who have been graded highest in an examination held in pursuance of this act and the rules made in accordance therewith, except that where practicable, other conditions being equal, the rules shall provide for a preference in favor of veterans of the late civil war. In every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certifications. be the duty of the appointing officer to appoint on probation with sole reference to merit and fitness one of the said candidates whose name shall have been certified in the manner above set forth to fill such vacancy then existing in the office or employment aforesaid; unless objection shall be made and sustained by the commission to one or more of the persons certified for any of the reasons stated in section 11 of this act; provided, however, that the provisions of this section may be altered by the commission when the office or employment comes within those where

THE CIVIL SERVICE RULES.

In accordance with the provisions of chapter 363, of the la of 1905 the following rules have been prepared for the regultion of the classified civil service of the state of Wisconsin:

Note: Inasmuch as the law is very comprehensive and detail in its provisions, it has been found necessary for the guidance the reader to reprint many of its more specific provisions in connetion with the rules under the heading to which they refer. The rules prepared by the commission are numbered. The provisions he law are designated by letters of the alphabet.

CLASSIFICATION.

RULE I.

a. The civil service shall be divided into the unclassified servand the classified service. (From section 8.)

- b. The unclassified service shall comprise: All officers elected the people. All officers and employes appointed by the govern whether subject to confirmation or not. All officers and employes any department for the creation of which a vote of two-thirds of a the members elected to each house is required. All presidents, dean principals, professors, instructors, scientific staff and other teached in the university, normal or public schools, the library staff in a library maintained wholly or in part at state expense, the superitendent, warden or other head of the state reformatory, charitab and penal institutions. All persons appointed by name in any statut All legislative officers. (From section 8.)
- c. The classified service shall comprise all positions not include in the unclassified service. (From section 8.)
- d. The offices, positions and employments in the classified service the state shall be arranged by the civil service commission in ficlasses to be designated as the exempt class, the competitive clasthe non-competitive class, the labor class and legislative employ (From section12.)

CLASSIFIED SERVICE.

RULE II.

Exempt Class.

- a. Appointments in the exempt class may be made without exaination. (From section 14.)
- b. The following positions shall be included in the exempt class: One deputy or assistant of each principal executive officer and chief clerk or secretary of any board or commission.

One stenographer for each appointing officer, board or commission the clerks and other assistants and employes of the supreme con (From section 14.)

3. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not not be made under this provision. The acceptance or refusal by an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position.

PROMOTIONS.

Section 18. Vacancies in positions in the competitive class shall be filled, so far as practicable, by promotions from among persons holding positions in a lower grade in the department, office, or institution in which the vacancy exists, under rules and regulations made and enforced by the civil service commission. Promotions shall be based upon merit and fitness to be ascertained by examinations to be provided by the commission and upon the superior qualifications of the person promoted as shown by his previous service, due weight being given to seniority and experience. The commission may prescribe forms and rules for reports to be made by the proper officer on the efficiency of their subordinates and employees. For the purposes of this section an increase in the salary or other compensation of any person holding an office or position within the scope of the rules in force hereunder, beyond the limit fixed for the grade in which such office or position is classified, shall be deemed a promotion. No promotion shall be made to a position in the competitive class from a position in another class, except that persons holding positions in the labor class may be promoted to positions in the lowest

Ports of Pointing Reers on efiency of bordinates

sinal enince qualiitions rered.

- d. In the office of the State Superintendent of Public Instruction:
- 1. All members of the Board of Examiners for state teachers' certificates, three positions.

(Classified March 23, 1906.)

- e. In the employment of the State Civil Service Commission:
- 1. The position of local examiner for the Civil Service Commission, where the compensation does not exceed \$50 per annum. (Classified August 10, 1907.)
- f. In the State Geological and Natural History Survey:
 - 1. All members of the scientific staff.

(Classified March 23, 1906.)

- g. In the State Penal and Charitable Institutions:
 - 1. The Chaplain.

(Classified March 23, 1906.)

- h. In the department of the State Dairy and Food Commission:
- 1. Special counsel as provided for in Section 1410-a, Statutes of 1898, as amended by Chapter 193, Laws of 1905, and expert agents for the inspection of cheese factories and creameries. when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

RULE III.

Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following classification:

ment there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated.

NON-COMPETITIVE CLASS.

Section 20. The non-competitive class shall include such positions as are not in the exempt class or the labor class, and which it is impracticable to include in the competitive class. Appointments to positions in the non-competitive class shall be made after such non-competitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their services.

LABOR CLASS.

Section 21. The labor class shall include ordinary unskilled laborers. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localities, institutions and depart-Where the labor service of any institution or ments. department extends to separate localities the commission may provide separate registration lists for each district or locality. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies.

ocal regist.

CII.

Framination

REMOVALS, SUSPENSIONS AND REDUCTIONS.

Section 22. No subordinate or employee in the competitive class, non-competitive class, or the labor class of the civil service of the state, who shall have been appointed under the provisions of this act or the rules made pursuant thereto, shall be removed, suppended for more than fifteen days, discharged, or reduced in pay or position, except for just cause, which shall not be religious or political. In all cases of moval the appointing officer shall, at the time of sum action, furnish to the subordinate his reasons for same and allow him a reasonable time in which make an explanation. The reasons for removal the answer thereto shall be filed in writing with commission.

ROSTER OF CLASSIFIED SERVICE.

Section 23. No person shall be appointed to employed in any position in the classified service fwhich rules have been prescribed pursuant to the pr visions of this act, until he has passed an examintion or is shown to be specially exempted from suc examination in conformity with the provisions c this act and of the rules made pursuant thereto. shall be the duty of each appointing officer of th state to report to the civil service commission fortl with in writing upon such appointment or employ ment, the name of such appointee, or employee, the title and character of his office or employmen whether on probation or absolute appointment, th date of commencement of service by virtue thereo: and the salary or compensation thereof, and to report from time to time, and, upon the date of th official action, in, or knowledge of each case, an separation of a person from the service or any promotion, reduction, transfer, reinstatement, or other change therein, and such other information as th civil service commission may require in order to kee the roster hereinafter mentioned. The civil service commission shall keep in its office an official roster

Duty of ap. pointing officers to report to commission.

Roster.

the classified civil service of this state and shall enter thereon the name of each and every person who has been appointed to, employed, promoted, reduced or reinstated in any position in such service, upon such evidence as it may require or deem satisfactory that such person was appointed to, employed, promoted, reduced, or reinstated in the service in conformity with the provisions of this act and the rules adopted pursuant thereto. This roster shall be open to public inspection at all reasonable hours. roster shall show in connection with each name the date of appointment, employment, promotion, reduction or reinstatement, the compensation of the position, the title of the position, and the nature of the duties thereof, and the date and cause of any termination of such office or employment. The commission shall have access to all public records and papers, the examination of which will aid in the discharge of its duties in connection with said roster.

blicity.

CERTIFICATION OF PAY-ROLLS.

strictions secretary state and re state casurer.

Section 24. It shall be unlawful for the secretary of state, or other fiscal officer of this state to draw, sign, or issue, or to authorize the drawing, signing or issuing of any warrant on the treasurer or other disbursing officer of the state, or for the treasurer or other disbursing officer of the state to pay any salary or compensation to any officer, clerk, employee, or other person in the classified service of the state, unless an estimate, payroll or account for such salary or compensation containing the names of every person to be paid, shall bear the certificate of the civil service commission that the persons named in such estimate, pay-roll, or account have been appointed, employed, reinstated or promoted in pursuance of this act. Any officer, clerk, employee, or other person entitled to be certified by said commission to the secretary of state or other fiscal or disbursing officer of the state, as having been appointed or employed in pursuance of law and of the rules made in pursuance of law, and refused such certifi-

Mandamus to compel certification.

cate, may maintain a proceeding by mandamus compel such commission to issue such certification Any sums paid contrary to the provision of this: tion may be recovered from any officer or offic making such appointments in contravention of provisions of law or of the rules made in pursua of law or from any officer signing or countersign or authorizing the signing or countersigning of warrant for the payment of the same or from sureties on the official bond of any of said offici in an action in the circuit court of any county wit the state, maintained by the civil service commiss or of any member thereof, or by a citizen resid therein, who is assessed for, and liable to pay, within one year before the commencement of action has paid, a state, city, or county tax wit this state. All moneys recovered in any act brought under this section must; when collected paid into the treasury of the state or of the procity or county therof, except that such citizen be plaintiff in any such action shall be entitled to ceive for his own use the taxable cost of such ac and five per cent of the amount recovered as at ney's fees.

Action to recover unlawful payments of salary.

RECOMMENDATIONS.

Section 25. No recommendation for any per who shall apply for office or place, of for examtion or registration under the provisions of this or of the rules established pursuant thereto, excas to character, and, in the case of former employ as to ability, shall be given to, or considered by person concerned in making any examination, retration, appointment, promotion, or reinstaten under this act, and the rules made pursuant the No recommendation whatsoever shall relate to political or religious opinions of any applicant, recommendation for the promotion of any person the classified service shall be considered by any cer concerned in making promotions except it made by the officer or officers under whose su

vision or control such employee is serving. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employee shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service.

POLITICAL AND RELIGIOUS AFFILIATIONS

Section 26. No question in any from of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened, or promised, by any person in the civil service against or in favor of any applicant, eligible, or employee in the classified service because of his political or religious opinions or affiliations.

MISDEMEANOR TO OBSTRUCT RIGHT OF EXAMINATION.

Section 27. Any commissioner, or examiner, or any other person who shall willfully by himself or in co-operation with one or more persons, defeat, deceive or obstruct any person in respect of his or her right of examination or registration, according to this act, or to any rules or regulations prescribed pursuant thereto, or who shall willfully or corruptly, falsely mark, grade, estimate or report upon the examination or proper standing of any person examined, registered or certified, pursuant to the provisions of this act, or aid in so doing, or who shall willfully or corruptly make any false representations concerning the same, or concerning the person examined, or who shall willfully or corruptly furnish any person any special or secret information for the purpose of either improving or injuring the prospects or chances of any person so examined, registered or

Palse representations.

False personation in examination.

certified, being appointed, employed or promoted, who shall personate any other person, or permit aid in any manner any other person to personate I or her, in connection with any examination, or retration or application or request to be examined registered, shall for each offense be deemed guilty a misdemeanor.

POLITICAL ASSESSMENTS.

Section 28. No officer, agent, clerk or employ under the government of the state shall, directly indirectly solicit or receive, or be in any manner co cerned in soliciting or receiving, any assessmen political service or contribution, subsciption or whether voluntary or involuntary, for any politic purpose whatever, from any officer, agent, elerk employee of the state. Every said officer, agei clerk or employee who may have charge or control any building, office, or room occupied for any pu pose of said government is hereby authorized to pi hibit the entry of any person, and he shall not pern any person to enter the same for the purpose therein making, collecting, receiving or giving notice of any political assessment, subscription or contrib tion, and no person shall enter, or remain in a said office, building, or room, or send or direct a letter or other notice thereto, for the purpose giving notice of, demanding or collecting a politic assessment, subscription or contribution, nor sh any person therein give notice of, demand, collect receive, any such assessment, subscription or cont bution. Any person who shall be guilty of violati any provision of this section shall be guilty of a m demeanor.

Misdemeanor

OFFICIAL INFLUENCE.

SECTION 29. Whoever, while holding any pub office, or in nomination for, or while seeking a no ination or appointment for, any public office, shuse or promise to use, whether directly or indirect

any official authority or influence (whether then possessed or merely anticipated) in the way of conferring upon any person, or in order to secure or aid any person in securing any office or public employment or public contract or any nomination, confirmation, promotion, or increase in salary, upon a consideration or condition that the vote or political influence or action of the last named person or any other, shall be given or used in behalf of any candidate, officer or party, or upon any other corrupt condition or consideration, shall be deemed guilty of bribery, or an attempt at bribery as the case may be. whoever, being a public officer or having or claiming to have, authority or influence for or affecting the nomination, public employment, confirmation, promotion, removal, increase or decrease of salary, or position of any public officer, shall use, or promise or threaten to use, any such authority or influence, directly, or indirectly, in order to coerce or persuade the vote or political action of any citizen, or the removal, discharge or promotion of any officer or public employee, or upon any other corrupt consideration, shall also be guilt of bribery or of an attempt. at bribery as the case may be. Every person found guilt of such bribery or of an attempt to commit the same as aforesaid, shall, upon conviction thereof, be liable to be punished by a fine of not less than one hundred dollars nor more than three thousand dollars, or to be imprisoned not less than ten days nor more than two years, or to both said fine and imprisonment in the discretion of the court. "public officer" shall be held to include all public officials in this state, whether paid directly or indirectly from the public treasury of the state, or by fees or otherwise, and the phrase "public employee" shall be held to include every person not being an officer who is paid from said treasury of the state.

official inence emed ibery.

palty.

ic of defined.

e de-

RULE V.

Applicants.

- a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- b. The commission may require in connection with such application such certificates of citizens, physicians, or others having knowledge of the applicant as the good of the service may require. (From section 11.)
- c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility or appointment, or refuses to furnish testimony as required in section VII of this act. (From section 11.)
- e. Whenever the said commission refuses to examine an applicant or after an examination to certify an eligible, as provided in this section then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. (From section 11.)

RULE VI.

Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:
 - 1. His full name, residence and post office address.
 - 2. His nationality, age and the place and date of his birth.
 3. His healtn and his physical capacity for public service.
 - 4. His business and employments and residences for at least the five previous years.
 - 5. Such other information as may be reasonably required touching the applicant's merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From section 11.)

REPEALS.

Section 32. All acts and parts of acts inconsistent with this act are hereby repealed.

ENABLING CLAUSE.

SECTION 34. This act shall take effect and be in force from and after its passage and publication.
Approved June 14, 1905.

aminer at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the Commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rule and regulations of the Commission governing examinations and take such measures as may be necessary to insure fairness.

- 5. In case of the temporary disability of the supervising emaniner, the local board may designate some other member take charge of the examination and in an emergency may procure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does no present an admission card issued to him by the state civil service commission.
- 7. The local examiners may receive applications for positions in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

- a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. (Fro-section 10.)
- b. Examinations shall be held at such times and places as shall, the judgment of the commission, most nearly meet the convenient of applicants and the needs of the service. (From section 10.)

c. Examinations shall be held simultaneously at at least one c-venient point in each county of the state. (From section 10.)

d. No question in any form of application or in any examinat shall be so framed as to elicit information concerning the politic or religious opinions or affiliations of any applicant, nor shall any fix quiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible. or employe in the

classified service because of his political or religious opinions or affiliations. (From section 26.)

- I. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects, shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Whenever in a general competitive examination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required eligibles and such examination may be held at the time and Place indicated by the commission.
- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate eless of service, and proficiency in any subject shall be credited grading the standing of the person examined, in proportion to the value of a knowledge of such subject in the branch or part the service which the applicant seeks to enter.
- 4. In the absence of any regulations to the contrary non-committive examinations shall be conducted by the chief examiner his authorized deputy, and the papers shall be marked by him the assistance of such persons as he may select.
 - 5. The commission may authorize as an element in any examiation, an oral examination, particularly where administrative
 bility, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate
 direction of the chief examiner or his authorized deputy, and a
 record of such examination shall be preserved.
 - 6. Upon the request of any officer or board having the power of appoinment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or non-competitive examinations for such office or position.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for eac list by the civil service commission at not less than one nor morthan three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of the average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list monearly appropriate for the group in which the position to filled is classified, and a new list shall be created for a state position or group of positions only when there is no appropriate list existing or when the existing list from which certification to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or meligibles have like averages their names shall be arranged on sublist in the order in which their applications were filed. Name of eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, be priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, upcrequest of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications an shall certify them in their order or shall in its discretion conductaness and examination.
- 6. In accordance with the provisions of section XVI of the law adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointment shall be made for service in the several state charitable and penal institutions.

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

- Grow A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not otherwise specifically provided for herein.
 - Subdivision 1. Secretaries, chief clerks.
 - 2. Clerks, recorders, registers, copyists.
 - 3. Clerks with special educational requirements.
 - 4. Bockkeepers, accountants.
 - 5. Stenographers and typewriters.
 - 6. Pages, office boys and girls.
- Group B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.
- Group C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.
 - Subdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
 - 2. Matrons.
 - 3. Storekeepers.
 - 4. Prison and reformatory keepers and guards.
 - 5. Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
 - 6. Protectors of forest fisheries and game.
 - 7. Messengers, attendants and watchmen.
 - 8. Janitors.
 - Group D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed or the same day, shall be arranged in alphabetical order, but priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, upor request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications and shall certify them in their order or shall in its discretion conducts a new examination.
- 6. In accordance with the provisions of section XVI of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offier shall, when giving notice of appointment, state the length
 of the probationary period established by him for such appointment.

 Nent.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, by priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up request of the appointing officer, take steps to ascertain t have names of all those on the list who possess such qualifications are $\exists d$ shall certify them in their order or shall in its discretion conduct a new examination.
- 6. In accordance with the provisions of section XVI of the la dequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the Provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
 - petitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
 - 4. In accordance with section 9 of the law the appointing offier shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a state position or group of positions only when there is no appropriat list existing or when the existing list from which certification to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or modeligibles have like averages their names shall be arranged on succe list in the order in which their applications were filed. Name of eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in positive on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications are shall certify them in their order or shall in its discretion conductance and examination.
- 6. In accordance with the provisions of section XVI of the kadequate eligible lists shall be made up, and so far as possiat all times kept by the commission, from which appointmed be made for service in the several state charitable

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on sulist in the order in which their applications were filed. Name of eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, priority neither in the date of application nor in the alphabet cal order of the names will give any other advantage in position on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up on request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications at a shall certify them in their order or shall in its discretion conduct a new examination.
- 6. In accordance with the provisions of section XVI of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

aminer at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the Commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rules and regulations of the Commission governing examinations and take such measures as may be necessary to insure fairness.

- 5. In case of the temporary disability of the supervising aminer, the local board may designate some other member to take charge of the examination and in an emergency may perfectly cure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does next present an admission card issued to him by the state civil service commission.
- 7. The local examiners may receive applications for positions in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplimes. except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which fairly test the capacity and fitness of the persons examined to charge the duties of the office or employment sought by them, give ng due allowance for experience in the same or similar positions. (From section 10.)

b. Examinations shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)

c. Examinations shall be held simultaneously at at least one convenient point in each county of the state. (From section 10.)

d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employe in the

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offier shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

RULE X.

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a state position or group of positions only when there is no appropriat list existing or when the existing list from which certification to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or moeligibles have like averages their names shall be arranged on sulist in the order in which their applications were filed. Namof eligibles with like averages, whose applications were filed the same day, shall be arranged in alphabetical order, priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position on the register of eligibles.
- 5. Whenever the commission is notified that proficiency in special subject is needed in the position to be filled, it may, up to request of the appointing officer, take steps to ascertain t racklet names of all those on the list who possess such qualifications are dishall certify them in their order or shall in its discretion conduct a new examination.
- 6. In accordance with the provisions of section XVI of the law adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.

7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and non-competitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing offier shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.

- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section 9-)
- c. In every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certifications. (From section 16.)
- 5. When an eligible certified for appointment shall fail to answer any inquiry of the commission relative to his availability for certification or to accept an offer of appointment by mail within six business days next succeeding the mailing of notice of appointment, or shall fail to accept an appointment within the same or next succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegraph, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, be deemed to have declined the appointment.
- 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be striken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
- 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified.
- 8. Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the commission, be reinstated on the eligible list.

RULE XII.

Temporary and Exceptional Appointments.

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy n any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for non-competitive examination, and if such nominee shall be certified by the said commission as qualified after such non-competitive examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. (From section 17.)

b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments be made. (From section 17.)

c. In case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific. professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension thall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section 17.)

0.5

lin

فک ح

3 2

d. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent. the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not be made under this provision. (From section 17.) The acceptance or refusal of an eligible of a temporary appointments to the same position of the section 17.)

Pent shall not affect his standing on the register for permanent employment. nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position. (From section 17.)

RULE XIII.

Reinstatements.

4. Any person who has held a position by appointment under the divil service rules and who has separated from the service without any delinquency or misconduct on his part but owing to reasons

of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated. (From section 19.

RULE XIV.

Transfers.

1. Upon request of the head of the department affected apperson who has received an appointment in accordance with the civil service law and rules, to a position in the competitive class and who has served the required probationary term, may be transferred to a position similar in character in the same group and subdivision upon certification by the commission, proviced that no transfer involving a promotion, except for temporary service not to exceed six months, shall be authorized by the commission of any person who has not acquired eligibility for certification through an open competitive or general promotional competitive examination.

RULE XV.

Promotions.

- 1. A change in rank or grade shall constitute promotion.

 A material change in duties and in responsibilities shall be dee ned a change in rank, and an increase in salary, beyond the limits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected many be premoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.
 - (Adopted July 17, 1907. Approved August 10, 1907.)
- 2. Whenever there is a vacancy in a position in a depart ment above the lowest rank or grade, the commission shall ascertain

whether there are at least three persons who have served six months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct and seniority.

- 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required non-competitive examination, or may permit a transfer when in accordance with the provisions of Rule XIV. No person shall be deemed eligible for promotion who has served less than six months in a lower rank or grade.
- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable, and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade.
- 5. The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties to be filled and the duties which the persons seeking the promotion perform.
- 6. To provide a basis of rating for previous service there shall be kept in each department or office continuous and permanent records of the efficiency, character and conduct of all persons employed in the classified service. Such records shall be known as efficiency records and the entries made therein shall have reference to (a) quality of work performed by each officer or employe, (b) the quantity of work performed by him, (c) his general conduct, (d) his punctuality and attendance, (e) his executive ability and capacity for initiative where his work is of a character that will permit of definite estimation. The entries

upon an efficiency record shall be made by or under the dix tion of such superior officers as may be designated by the pointing officer and subject to confirmation by the civil serv commission. Such entries shall be based upon detailed reposubmitted by the administrative officer most closely in tou with the work of the officer or employe to be rated, and sha be made at stated periods and at least quarterly. Where the e tries are made quarterly they shall be made on or about the fir day of January, April, July and October of each year and she be a record for the quarter immediately preceding. A transcril or summary of such record shall be furnished to the commissi€ semi-annually in a form to be prescribed by the commission which shall contain the certification of the appointing offication that the entries on such record were made in accordance withe provisions of this rule, and, whenever the commission requires, like certificate of the full record of each candida shall be furnished by the appointing officer in advance of a pa ticular examination. Whenever, in the judgment of the chi examiner, more exact information is required for the purpo of such rating than that given in any summary, the original re ord may be consulted in such case. Such records shall be opeither to the chief examiner or to any examiner designated 7 In case the records of efficiency, character and condu have not been regularly and properly kept and filed, the co: mission shall refuse to hold promotional examinations un proper records are received, or shall disregard records as an e ment in the examination.

7. Competitive promotional examinations shall be ordered often as may be necessary to meet or anticipate the needs of thigher grades and, so far as practicable, shall be held periocally and may, in the discretion of the commission, be openall persons in the competitive class who have served six monor more in a lower rank or grade, who satisfy the preliming requirements for original entrance to the positions to be fill by promotion, and may further, in the discretion of the commission, be open to all persons in the non-competitive and late classes of the service who have been in the service of the state three years or more and who satisfy the preliminary requires

ments for original entrance to the positions to be filled by promotion. But when a suitable eligible list resulting from a general promotional examination has been prepared, all persons in the service who have failed to take the examination, or who have failed in the examination, shall be rendered ineligible for promotion during the ensuing year, or until it has become necessary to prepare a new promotional eligible list. Whenever a vacancy occurs in a position for which a general promotional examination has been held, the names of persons in the department in which the vacancy exists shall be certified in the order of their rank on the resulting eligible list.

- 8. The grades for all departments shall be the following:
 - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum.
 - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
 - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum.
 - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
 - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.
 - Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
 - Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.

9. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

RULE XVI.

Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

RULE XVII.

Labor Class.

Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section 21.)
- b. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localitics, institutions and departments. (From section 21.)
- 1. The commission may appoint in any county or district in which is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulations of the commission, keep a register of all accepted applicants in the labor class and shall keep the commission informed all names recommended to appointing officers, all changes in the local register, including all appointments from the register all additions to the register, and all delinquencies of applicants and shall be guided by such instructions as the commission may from time to time furnish him.

Examinations.

c. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies. (From section 21.)

- Veterans of the late civil war shall be required to pass same examination as may be required for other candidates positions in the labor class.
- The commission may require a medical examination when r in its judgment such examination is deemed necessary, and y require that the expense of such examination shall be borne the applicant.

Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the gister for one year except as follows:
- When an application, together with a report of former employers, was an applicant unfit or unworthy to serve the state, the comsion shall immediately notify the local registration officer who listrike the applicant's name from the register.
- Any applicant who fails to keep the local registration officer the commission informed of his postoffice address or who fails reply promptly to notices of appointment, or who fails to give sfactory reasons for refusing to accept service, or who is found have intentionally made false and misleading statements in an lication, shall have his name stricken from the register.
- Whenever an applicant for registration in the labor class ll have been rejected, notice of such rejection shall be mailed im.

Where the labor service of any institution or department exs to separate localities, the commission may provide separate stration lists for each district or locality. (From section 21.)

- Preference in registration shall be given to applicants se qualifications, determined by their applications and testitials and such other examination as may be required, most rly approach the standards set by the commission as to age, enship, physical condition, character and habits, and presented experience and efficiency.
- In accordance with the standard established by the comsion all applicants for positions in the labor class shall be ded as follows:
- rade 1 shall include all applicants whose qualifications are ked by the commission as "good," which term shall signify easonable conformity established by the commission as proed for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

- 9. It being the avowed policy of 'the state that preference is appointment shall be given to applicants whose qualification best fit them for the service required, preference shall be give to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where the are less than three eligible applicants registered in grade 1, who qualifications fit them for the service required.
- 10. No person who has been discharged for misconduct shape be again eligible for registration for at least one year after the time that he is discharged.

Certification and Appointment.

- e. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the ciservice commission according to rules and regulations determined said commission except in cases of temporary employment. (From section 21.)
- 11. Whenever an appointing officer shall request the certication from the commission or from the local registration officer of names of persons for appointment to any position in the laboral class, the secretary of the commission or the local registratio officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons standing high est on the eligible list, if there be so many registered in the grade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission of more than one vacancy at any time, the secretary or registration officer shall certify to the appointing officer the names of a many persons as there are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certifice is fixed by any law, rule or regulation of the commission, or specified in the request for certification, the names of those the sex so fixed or specified shall be certified, but in other case certification shall be made without regard to sex.
- 14. In cases of emergency, appointments to permanent po ≠ tions in the labor class may be made without regard to the li ≠

but no emergency appointment shall continue more than ten days.

- 15. In filling permanent positions in the labor class, appointing officers may, when a local registration list has been exhausted, or when, because of the peculiar nature of the duties of the position to be filled, it is found inexpedient or impracticable to make a selection from the local list, make requisition upon the commission for a list of candidates registered for service in the state at large.
- 16. Where the service to be rendered by an appointee in the labor class is for a temporary period not to exceed one month, and the need of such service is immediate and urgent, the appointing officer may select for such temporary service any person whose name appears on the register. But when the local registration list is exhausted, the appointing officer may make his selection without reference to the rules and regulations of the commission.
- 17. Except in cases of temporary employment, all labor positions in the department of the Superintendent of Public Property shall be filled from a list of persons registered from the state at large.

(Adopted December 12, 1908.)

RULE XVIII.

Recommendations.

a. No recommendation for any preson who shall apply for office or place, or for examination or registration under the provisions of this act, or of the rules established pursuant thereto, except as to character, and, in the case of former employers, as to ability, shall be given to, or considered by any person concerned in making any examination, registration, appointment, promotion, or reinstatement under this act, and the rules made pursuant thereto. No recommendation whatsoever shall relate to the political or religious opinions of any applicant. (From section 25.)

b. No recommendation for the promotion of any person in the classified service shall be considered by any person concerned in making promotions except it be made by the officer or officers under whose supervision or control such employe is serving. (From section 25.)

c. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employe shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition

of the offense shall be sufficient cause for removing him from the service. (From section 25.)

d. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it, shall, subject to reasonable regulations, be open to public inspection. (From section 7.)

RULE XIX.

Roster.

1. In accordance with the provisions of section 24 of the law and subject to the regulations of the commission, the secretary or president of the commission shall compare each pay roll, estimate or account for services, with the official roster and shall attach thereto or place thereon a certificate in form prescribed by the commission.

RULE XX.

Regulations.

1. The commission shall prescribe and enforce suitable regulations for carrying into effect the provisions of these rules and those of the civil service law not inconsistent therewith and shall prescribe blank forms for all applications, certificates. reports, records and returns required under these rules and the regulations made in pursuance thereof.

The foregoing rules, amended by the State Civil Service Commission, are hereby transmitted to the Governor for his approximal

OTTO GAFFRON,

C. E. BUELL,

T. J. CUNNINGHAM,

State Civil Service Commissioners.

Dated August 6, 1910.

The foregoing rules, as amended by the State Civil Service Commission, are hereby approved.

JAMES O. DAVIDSON,

Governor.

State of Wisconsin,

Executive Chamber.

Dated August 19, 1910.

REGULATIONS.

ADOPTING ORDER.

The state Civil Service Commission under the authority conferred by section 7 of the Civil Service Law and rule 20 of the rules prescribed pursuant thereto, approved by the governor, and promulgated on the 14th day of December, 1905, hereby makes the following regulations, reserving the right to modify the same from time to time, and to prescribe such special regulations as may be expedient for the proper enforcement of rules aforesaid.

REGULATION I.

The President.

1. The president, subject to the direction of the Commission shall have such general authority and responsibility in the administration of the law, rules and regulations as shall not be inconsistent with the powers reserved to the Commission or vested in some other officer.

REGULATIONS II.

Chief Examiner and Secretary.

- 1. The chief examiner and secretary, subject to the direction of the Commission, shall be governed as follows:
- 2. He shall keep the minutes of the proceedings of the Commission, have charge of all books, records, accounts, papers, the official seal and other property of the Commission.
- 3. He shall prepare blank forms for applicants for examination, registration or certification, receive all applications for examination and keep a register of applicants.
 - 4. He shall supervise the preparation of questions and make

all other necessary preliminary arrangements for examinations, issue authority to local examining boards to hold examintions and assign and direct their work. He shall supervise and pass upon the marking and grading of all examination papers, shall determine all questions of eligibility, notify candidates of the result of their examinations and enter names of successful competitors upon the proper register of eligibles.

- 5. He shall make certification to appointing officers uportheir request of the names of those eligible to appointment for a employment.
- 6. He shall keep the official roster and pass upon all parolls of persons employed in the classified service in the various departments.
- 7. He shall conduct the correspondence of the Commission and perform such other appropriate duties as may from time to time be assigned to him by the Commission.

REGULATION III.

Applications.

- 1. Applicants for positions in the recognized mechanic trades, must have had not less than two years' continuous successful experience in the practice of their trade, in addition to such time as they may have served as apprentices. For head mechanics having supervisory charge of work a longer term experience will be required, and previous experience as a supervisor or foreman may also be required.
- 2. The chief examiner shall upon receiving the application of a candidate for examination take such steps as may be necessary to determine whether his preliminary qualifications entitle him to compete in the examination, and, in case they are found satisfactory, he shall mail the candidate a notification which shall also serve as an admission card to the examination. But the issuance of such admission card shall not debar the chief examiner or the commission from rejecting the application later.
- 3. Any applicant who fails to receive notice from the Commission of an examination, or who gives satisfactory reasons.

for failure to attend, shall be notified to attend the next examination for the same class or group provided such examination is held within one year from the date of filing the original application.

- 4. Defective applications will be returned to applicants with a notice to amend the same but will not be returned a second time. Failure on the part of an applicant to make prompt return in such case will be deemed sufficient cause for rejection.
- 5. Applications must, in all cases, be made upon the blanks furnished by the commission and may be rejected if received after the published time limit set for the examination. Late applicants will be admitted in all cases where practicable.

REGULATION IV.

Examiners.

- 1. All persons having charge of the preparation of questions, or of marking of examination papers, shall use due diligence in preserving secrecy, both as to the nature of the forthcoming examination and as to details of examination papers. Applicants should be seated apart.
- 2. The marking of each question or subject shall be made on a scale of 100, which shall represent entire accuracy. Hand writing will be judged by its legibility, uniform and correct formation of letters, and ease of execution. Upon a comparison of the handwriting of all, the best and the worst should be first determined, and the two extremes of the scale thus fixed; the others should be marked relatively to them. In writing from dictation or copying from manuscript, the omission, repctition or substitution of words, the erasures, blots and other evidence of carelessness, will reduce the marking below 100. Abstracts or summaries of documents and letter-writing, will be marked as in handwriting, by determining the best and worst examples; and the examiners, having marked these, will then mark the others proportionately.
- 3. In each of the other subjects, the entire paper shall be marked on a scale of 100 per cent, which shall represent the maximum possible attainment; and each question of a paper shall

be rated on the basis of that part of 100 per cent as perfective, which the chief examiner shall determine.

- 4. Supervising examiners in charge of examinations shatake all due precautions, and use such measures as may be neeful to prevent fraud and collusion.
- 5. All examination questions, together with the instruction governing the competitive examinations, will be forwarded the local boards of examiners at least five days prior to date of holding the examination. The package containing amination questions and instructions shall not be opened cept in the presence of competitors at the hour set for the amination.

REGULATION V.

Competitive Examinations.

- 1. Applicants must present themselves punctually at times and places specified in their official notices to atternand they will be admitted to examination upon the producti of such notices.
- 2. In order to identify competitors, each candidate shall required at the opening of an examination to fill out an identification sheet furnished him by the local examiner. He she sign his name on the identification sheet only. His name she not appear in his examination in any other place than upon to identification sheet. The number at the top of the identificate sheet is the competitor's examination number. He will enthis number at the upper right-hand corner of each sheet which he writes. Immediately upon filling out the identificate sheet the competitor shall enclose it in a scaled envelope vershall be opened in the office of the commission, only aft examination papers have been marked and graded.
- 3. No instructions or explanations in reference to extend questions shall be given to applicants separately, shall be publicly announced to all persons in the examon and shall, so far as possible, be confined to such furnished in printed or written form by the commission
 - 4. Candidates shall not leave the room with a pap

ished except in cases of extreme necessity and only with permission of the supervising examiner and such permission shall in each case be reported by name to the chief examiner.

- 5. All communication or conversation shall be strictly prohibited and the slightest violation of this rule shall be reported by name to the chief examiner. Candidates may bring pens, pencils and ink but shall not be permitted to carry with them upon entering or leaving the examination room, blotters, blank paper, scratch paper, any note books, books or pamphlets. Each applicant shall be required to complete his examination within the allotted time.
- 6. The local examining board shall report by applicant's name any violation on his part of the rules, regulations, and instructions governing examinations.
- 7. At the close of an examination the supervising examiner shall collect all question papers, examination papers, scratch papers and blotters issued to the candidates and shall return all question papers and examination papers to the chief examiner.
- 8. The percentage attained in each subject for examination shall be multiplied by the weight prescribed for each by the commission; and the quotient, found by the division of the aggregate of value so arrived at, of each applicant, by the aggregate of weights, shall constitute the percentage of condition of such applicant, except as otherwise provided in Rule IX, par. 1.

REGULATION VI.

Eligibles.

- 1. No person shall have his name entered upon the eligible list who fails to attain an average percentage of 70 or over on all required subjects, and who fails to attain the minimum percentage established for any required subject as provided in Rule IX, par. 1.
- 2. Lists of eligibles may be made public, but the names of applicants failing to obtain standing on eligible lists will not be made public nor will their examination papers be exhibited,

nor will any information be given about them. (See Regulati VII, par. 6.)

3. Every application paper and accompanying certificat will remain on file in the office of the commission, and under circumstances or conditions will the originals be returned to t applicant.

REGULATION VII.

Information.

- 1. Copies of questions used in examination will not be funished except where they are published by the Commission f general information.
- 2. Abstracts of the law, rules and regulations and other p tinent matter will be published by the Commission from the to time, for the information of appointing officers, applicant candidates and others concerned.
- 3. The Commission cannot undertake to answer inquiries lating to cases which are officially before it for decision, r can it decide, except in cases of actual candidates, questic respecting the application of the rules and regulations.
- 4. Particular answers cannot be given to inquiries which as answered expressly or by implication in published regulation or other similar documents.
- 5. The Commission cannot give any information upon following points: (a) regarding positions in the unclassifier service or in the exempt class of the classified service; (b) garding vacancies in any position existing or prospective; regarding the duties of positions except as indicated by the classification; (d) regarding the personal interests of any tending or actual applicant, candidate or eligible.
- 6. The examination papers of a competitor will be exhibited only to the competitor or his duly authorized representative, to the appointing officer to whom his name is certified.
- 7. The qualifications of applicants and subjects of examination, as prepared from time to time, will be published, but regard to certain positions in which vacancies are rare the n

ture and extent of the examinations may not be determined until vacancies occur.

8. Applicants shall be notified of the results of their examination.

REGULATION VIII.

Pay rolls.

1. Pay rolls of the classified service shall be made in *triplicate*, whenever requested, and a copy shall be filed permanently with the records of the Commission.

REGULATION IX.

Labor Class.

1. Application blanks and instructions for registering applicants will be furnished the local registration officer by the Commission, and the applicants shall be registered by him in the order in which applications are received.

REGULATION X.

Meetings.

1. Regular meetings of the Commission shall be held at the capitol on the third Thursday of each month at two o'clock P. M., but other meetings at which any official business may be transacted may be called by the president.

C. E. BUELL,
OTTO GAFFRON,
T. J. CUNNINGHAM,
Civil Service Commissioners.

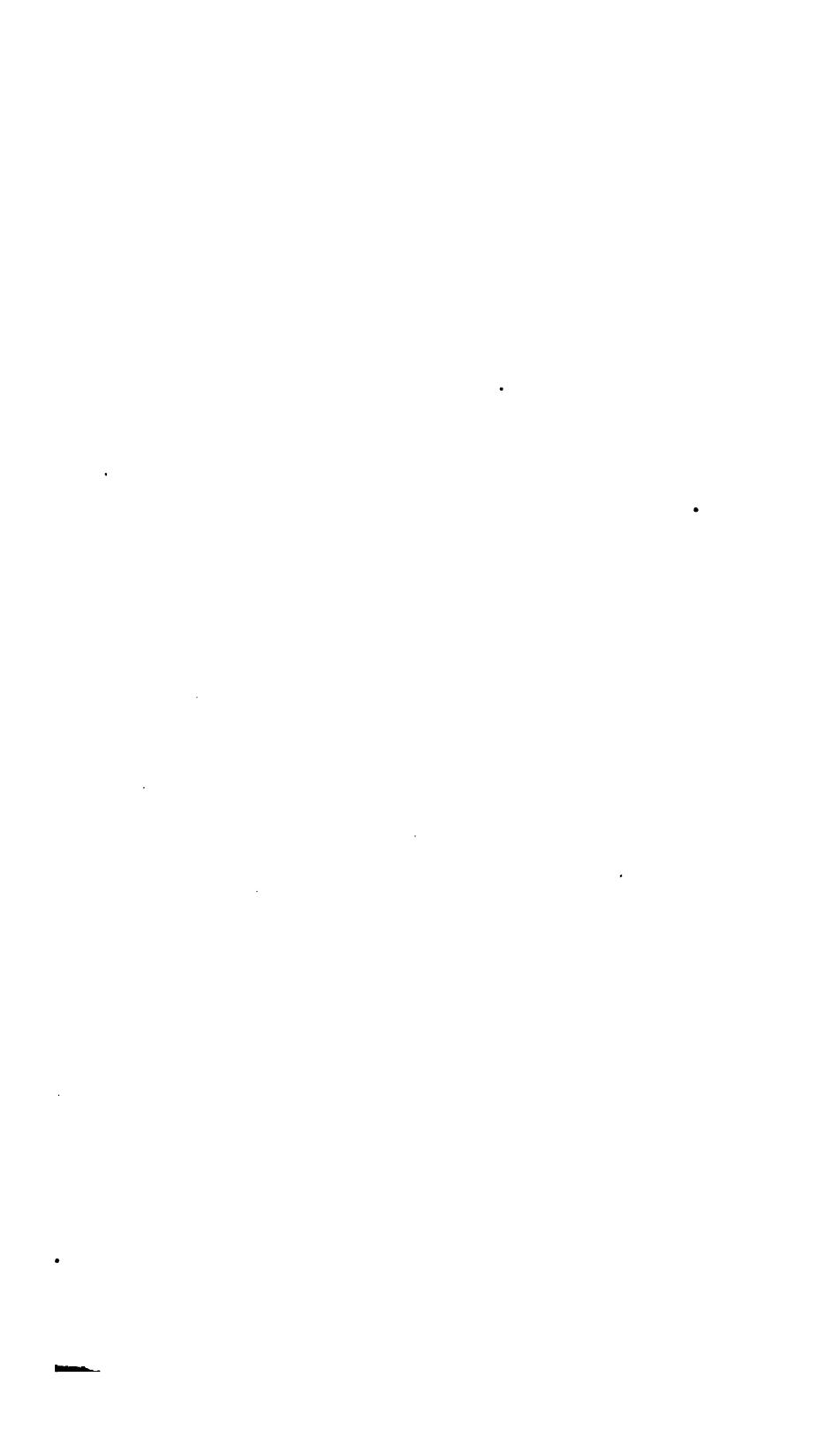
Attest:

F. E. DOTY,

1

Secretary and Chief Examiner.

Madison, Wis., Dec. 1, 1910.



PART V.

ROSTER OF EMPLOYES, JULY, 1910.

ROSTER OF EMPLOYES.

June 30, 1910.

ATTORNEY GENERAL'S DEPARTMENT.

Name.	Position.	C pe t
	Unclassified.	
F. L. Gilbert	Attorney General	
;	Exempt.	.
Russell Jackson	Deputy Attorney GeneralStenographer.	
	Competitive.	
A. C. Titus. Frank T. Tucker. J. E. Messerschmidt. Lee Pond. Fannie G. Clemons.	Second Asst. Attorney General	•

BANKING DEPARTMENT.

Name.	Position.	C Pe t
	Unclassified.	
M. C. Bergh. W. H. Richards. Thos. Herreid. Chas. L. Brown. A. R. Emerson. A. C. Pond. R. B. Ellis. Hannah C. Davidson.	Commissioner. Deputy Commissioner. Examiner. Examiner. Examiner. Chief Clerk. Clerk and Stenographer.	

EXECUTIVE DEPARTMENT.

Name.	Position.	Com- pensa- tion.
James O. Davidson. O. G. Munson.	Governor	\$4 16 6 6
R. L. Thurber. Jennie Nelson		233 33 150 00 100 00 75 00

STATE BOARD OF CONTROL.

Name.	Position.	Compensation.
	Unclassified.	•
A. D. Conover Almah J. Frisbie Elmer E. Grimmer W. H. Graebner R. S. Cowie	Member of Board	\$208 33 208 33 208 33 208 33 208 33
	Exempt.	
M. J. Tappins. Agnes Breitenbach.	Secretary Stenographer	208 33 66 67
	Competitive.	
A. C. Lerum. H. B. Rawson. J. M. Seibel. B. M. Jostad. Allan Cowie. A. F. Gruenhagen. F. E. Beach. H. F. Lerdall. L. L. Hadler.	Chief Clerk. Parole Officer Field Officer. Field Officer Field Officer Field Officer Parole Officer First Asst. Chief Clerk.	125 00 100 00 100 00 83 33 83 33 83 33 83 33
I. L. Hadley. J. E. Barnard. Mary V. Howard.	Second Asst. Chief Clerk. Clerk. Stenographer.	75 00 66 6 86 6

DAIRY AND FOOD COMMISSIONER'S DEPARTMENT.

Name.	Position.	I
	Unclassified.	
J. Q. Emery	Dairy and Food Commissioner	ı ı
	Exempt.	
U. S. Baer Ethel D. Thomas	Assistant Commissioner	
	Competitive.	
H. C. Larson Florence Q Norton A. E. Kundert Harry Kleuter Fred P. Downing W. A. Brannon Richard Fischer F. M. Buzzell F. E. Carswell E. L. Aderhold J. D. Cannon Fred Marty P. A. Larson S. J. Dufner W. A. Voight R. B. Southard James Van Duser J. B. Linzmeyer P. W. Guse W. F. Scott	Secretary Chemist Asst. Chemist Asst. Chemist Asst. Chemist Asst. Chemist Chief Food Inspector	

DEPARTMENT OF STATE CIVIL SERVICE.

Name.	Position.	C P.
	Unclassified.	_
C. E. Buell Otto Gaffron T. J. Cunningham	Commissioner per day	ł
•	Exempt.	
F. E. Doty	Secretary and Chief Examiner	
	Competitive.,	
F. L. Fawcett. H. S. Knight. Edna Carroll. Theda Carter.	Chief Clerk	

COMMISSIONERS OF FISHERIES.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
A. L. Osborne. G. B. Hudnall. J. J. Hogan. J. Alford. A. A. Dye. W. J. Starr.	Member of Commission.	Expenses Expenses Expenses
	Exempt.	ł
R. S. Scheibel	Chief Clerk	100 00
	Competitive.	
James Nevins Matt Patterson B. Webster Valentine Maag Robert Ripple Prank Ramsdale Albert Gallagher John Maag P. G. Zalsman	Superintendent Clerk Asst. Superintendent. Foreman of hatchery	208 87 75 00 100 00 75 00 90 00 68 00 90 00 100 00 85 00
•	Labor.	
Pred Hewitt. Frank Purcell. Bernard Holtman. John Hagberg. Andrew Wahlquist. Fred Wahlquist.	Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer. Laborer.	50 00 50 00 50 00 60 00 50 00 50 00
James Foy	Laborer.	70 00 55 00 50 00

STATE BOARD OF FORESTRY.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
Charles Van Hise P. L. Gilbert E. A. Birge H. L. Russell George Beyer	Member of the Commission	Expenses Expenses
	Exempt.	
F. M. Griffith. Winnifred Baldwin.	State Forester	\$209 3 8 60 00
	Competitive.	
P. B. Moody. M. A. Castle. Anna V	1 INFU	125 00
C. H. Dorlot	Stenographer	50 00 5 00
A. T. O'Goro	Cruiser, per day	5 00 5 00
T. H. Shelp	Cruiser, per day	5 00 5 00
A. P. Quail	Cruiser, per day	5 00 5 00
L. Lord.	Cruiser, per day	5 00

FREE LIBRARY COMMISSION.

Name.	Position.	D
	Unclassified.	
J. M. Pereles. Mrs. G. S. Morris. R. G. Thwaites. C. R. Van Hise. C. P. Cary. Charles McCarthy. M. S. Dudgeon. Mrs. Theodora Browitt. Mary E. Hazeltine. Mrs. H. P. Sawyer. Jeanette M. Drake. Helen T. Kennedy. Helen Turvill. L. E. Stearns. Margaret Brahaney. Ono Mary Imhoff. Alma Wilkins. Mabel Gaffney. Reuben McKitrick. S. G. Lowrie. Dorothy Karts.	Member of Commission. Librarian. Secretary. Assistant Library School. Preceptor Library School. Instructor Library School. Instructor Library School. Instructor Library School. Chief Traveling Lib. Dept. Assistant Traveling Lib. Dept. Cataloger Asst. cataloger. Assistant. Assistant. Assistant. Assistant. Assistant. Assistant.	Ex Ex Ex
Lucy M. Curtiss	Exempt. Stenographer.	
Ducy M. Outubs	Competitive.	ı
A. L. Mayers Laura Scott. Ormel Schlosser Irene Johnson Blanche Spencer Leone Hartman Ruby Pengelly Mary F. Carpenter Mrs. Wm. Corcoran Clarence Togstad Wm. Neilson	Chief Clerk. Chief Clerk. Stenographer Stenographer Stenographer Clerk. Clerk. Assistant. Care-taker. Shipping Clerk. Messenger.	

DEPARTMENT OF STATE GAME WARDEN.

Name.	Position.	Com- pensa- tion.
	Unclassified,	
W. Rickeman	Fish and Game Warden	\$166
	Exempt.	
P. Sugden	Chief Deputy Strnographer	125 65
	Competitive	
A. Sneeberger	Stenographer	70
. Astroph	Stenographer	50 2
	Deputy, per day, Dist. No. 2	2
PROPROSTA	Deputy, per day, Dist. No. 9	2
	Deputy, per day, Dist No 23	2
R Daniel	Deputy, per day, State at Large	2
	Deputy, per day, 19st No 18 Deputy, per day, State-at-Large	2
	Deputy, per day "Dist No 28	. 2
Craig	Deputy, per day, dist No 9 Deputy, per day, State at-Large	2
1109. Deels A	Deputy, per day, State-at-Large	2
	Deputy, per day, Dist. No. 22	2
A. Deitrich R. De Long E. Politer	Deputy, per day, Dist. No. 21	2
E. Poliett.	Deputy, per day, State-at-Large,	2
W Poster.	Deputy, per day, Dist. No. 25.	2
	Deputy, per day, Dist. No 20 Deputy, per day, State-at-Large	2 2
T. IT-10	Deputy, per day, Dist No. 10.	2
· Pr Mail	Deputy, per day, Dist No. 13 Deputy, per day, Dist No. 17	2
1. Methods	Deputy, per day, Dist. No. 29	2 2
	Deputy, per day, State-at-Large	2
B. Hill Obert Hitchon.	Deputy, per day, State-at-Large Deputy, per day, Dist. No. 1	2
100	*** Process for GR3, Digit, 20, 35 (2
Henrichton	Deputy, per day, Dist. No. 27.	2
G. Peele	Deputy, per day, Dist. No. 15	2 2
Till Mind of the state of the s	Deputy, per day, Dist. No 18.	2
Charles and the contract of the contract of	Deputy, per day, Dist No 83	2
Alrehoff	Leputy, per duy, State at-Large	2
O Comment attended property and	Debuty, per day, Dist No. 12	2
11000	Deputy, per day, State at Large Deputy, per day, Dist No. 22	2 2
Mah.	Deputy, per day, State at Large	2
	Deputy, per day, Dist No. 8	2
TOPA Charles to	Deputy per day, Dist. No 30.	2
	Deputy, per day, Dist No. 4	2
Pugh	Deputy, per day, State-at Large Deputy, per day, Dist. No. 3.	2 2
TWO D D-LLA	Deputy, per day, Dist No. 7.	2
Richtman	Deputy, per day, State at Large. Deputy, per day, State at Large	2
Rooth	Deputy, per day, State-at-Large	2
Randall	Deputy, per day, State at Large	. 2
Spencer	Deputy, per day, State at-Large. Deputy, per day, State-at-Large.	2
E. Rimeter	Deputy, per day, Dist. No. 31	2 2
-7 ATUS	Deputy, per day, State-at-Large	2
	Deputy, per day, State-at-Large Deputy, per day, Dist. No. 11.	2
4. Albrecht.	Deputy, per day, Dist. No. 14	2

STATE BOARD OF HEALTH AND VITAL STATISTICS

· Name.	Position.	1
	Unclassified.	
E. S. Hayes	Member of Board	E
H. A. Meilike	Member of Board	E
Charles Sutherland	Member of Board	E
O. A. Harper	Member of Board	E
L. E. Spencer	Member of Board	E
L. P. Mayer	Member of Board	E
W. F. White	Member of Board	E
	Exempt.	ı
C. A. Harper	Secretary	i
Amelia A. Walters	Stenographer.	
	Competitive.	
L. W. Hutchcroft	Chief Clerk	
May Wolf	Stenographer	
Alma Anderson	Clerk	
Edna Pflater	Stenographer	
Winnie Warner	Clerk	
Leona Webster	Clerk	
Josephine Binnewics	Clerk	
Elsie Fehlandt	('lerk	
Renevieve Lottis	Clerk	
Elsie Gaebele	Clerk	
Lydia Vick	Clerk	
Florence Stephani	Clerk	
essie Bennett	Clerk	
nna Wald	Clerk	
Elizabeth Wissler	Clerk	
	Clerk	

DEPARTMENT OF INSURANCE.

Name.	Position.	P
	Unclassified.	
George E. Beedle	Insurance Commissioner	
	Exempt.	
'Herman L. Ekern	Deputy Commissioner	<u>.</u> [
	Competitive.	
Eugene Shepard. L. A. Anderson. P. D. Gurnee. E. A. Ketchum. Frank Bryant. Mrs. M. Montelth. William Glenz. N. J. Frey.	Actuary. Assistant Actuary. Examiner. License Clerk. Filing Clerk.	

BUREAU OF LABOR AND INDUSTRIAL STATISTICS.

Name.	Position.	Compensation.
	Unclassified.	
Beck	Commissioner	\$250 00
A. Bahr	supt. Free Employment Office	100 0)
Carroll	Supt. Free Employment Office	100 0)
McMullen	Supt. Free Employment Office	100 00
Schreiber	Supt. Free Employment Office	100 00
The state of the s	Exempt.	
· Price	Deputy Commissioner	133 (0
ah Davidson	Stenographer	70 00
	Competitive.	
Pietzsch	Chief Clerk	117 (>
Beck	Clerk	70 (0
Vogt	Stenographer and Clerk	75 0)
Vallier	Factory Inspector	125 00
Straub	Asst. Factory Inspector	100 00
st Lenhoff	Asst. Factory Inspector	100 00
ockney	Asst. Factory Inspector	100 00
· Evans	Asst. Factory Inspector	100 00
· Kaems	Asst. Factory Inspector	100 00 100 00
Bloom	Asst. Factory Inspector	100 00
Norris	Asst. Factory Inspector	100 00
. Walby	Asst. Factory Inspector	100 00
P. Peterson.	Asst. Factory Inspector	100 00
J. Kremer	Bakery Inspector	100 00
M. Perdue	Asst. Factory Inspector	100 00
Fenton	Extra Clerk.	70 00
Hollister	Clerk.	70 00
W. Reyers	Clerk.	70 0)
ide Swett	Clerk	70 0)
•	Labor.	
a Martin	Janitress	10 01
I. Beck	Laborer	60 00

STATE HISTORICAL SOCIETY.

Position.	
Unclassified.	
President	
Secretary and Superintendent	\$3,500 00
Librarian and Asst. Supt	2,000 00
Superintendent's Secretary	1,200 (0 1,000 00
	Unclassified. President. Secretary and Superintendent. Treasurer Librarian and Asst. Supt. Superintendent's Secretary.

STATE HISTORICAL SOCIETY—Continued.

Name.	Position.) P
	Unclassified.	
Charles E. BrownLillian J. Beecroft	Museum chief	1
Iva Alice WelshAnna Jacobsen	Chief cataloguer Cataloguer Cataloguer	1
Kate Lewis Louise Phelps Kellogg Irwin Billman Edna C. Adams	Editorial assistantEditorial assistant	1
Robert E. Berigan	General assistant	
Roy H. Proctor	General assistant	
Madel C. Wedas	Competitive.	
Magnus Nelson	Head janitor and general mechanic Janitor and general mechanic Janitor and general mechanic	
	Labor.	
Bennie Butts	Housekeeper	
Anna Mausbach Gertrude Nelson Nelia Warneckee	Housemaid	
William Olerkin	Cloak room attendant	
Sena HagenCharles Kehoe	Cloak room attendant	

DEPARTMENT OF PUBLIC LANDS.

Name.	Position.	C pi
i i	Unclassified.	
James A. Frear A. H. Dahl F. L. Gilbert	Commissioner	Ex Ex Ex
! !	Exempt.	
Grace Underhill	Stenographer, one-half time	
· 	Competitive.	
W. H. Bennett Matt Lampert	Chief clerk	

BOARD OF NORMAL SCHOOLS.

Name.	Position.	Compensation.
	Unclassified.	
H. O. Hamilton G. B. Nelson F. H. Lord J. Harrington E. Horan Thos. Morris	Member of board.	Expenses Expenses Expenses Expenses
Theo. Kronshage. P. D. Ensign. 218 positions.	Member of board. Member of board. Professors—total monthly salary	Expenses Expenses
	Exempt.	
William Kittle	Secretary Stenographer	\$208 88 60 00
	Competitive.	
La Crosse:	Charles and the same of the sa	25.00
Minnle Johnson C. W. Reed Milwaukee:	Clerk Engineer	
Maud Burdick	Clerk	
Alice FreeOtto Schmidt	Assistant clerk	
George A. Foster	Clerk	70 00
Mabel A. Riordan. Margnerite Damuth.	Assistant clerk	45 00
~· W. VOSDIITO	Engineer	
atteville.	Janitor	55 00
Belle Burke. Mrs. J. Grindell.	Clerk Pianist	
'' A. Mentv	Janitor	60 00
Ver Palle.	Engineer	80 0 0
laine Williams	Clerk	
P P P	Pianist Engineer and janitor	10 00 100 00
	Ingineer and Janitor	100 00
Winifred H. Spindler. Geo. F. Breitbach.	Clerk	
	Engineer	55 00 55 00
Superior: Helen A. Hill.	Clerk	
" ULBITAN ANGERON	Engineer	85 00
M. O'Hara. Whitewater:	Janitor	65 0 0
Lillian C. Neinert	Clerk	65 00
10to W 177-0-3	l Pinnigr	20 00
Nora M. Wood.	Janitor	60 00

BOARD OF NORMAL SCHOOLS-Continued.

Name.	Position
	Labor.
John McKay	Janitor j
filwaukee: Max Lass Eruest Hornberg	Assistant janitor
Edward C. Behling	Assistant Janitor
Mrs H F Austin	Night fireman
Mss. Rose Long	Laborer Luborer
uperior: Ole Lund	Lastanant tables

OIL INSPECTION DEPARTMENT.

Name.	Position.	C. Pe
Fdward L. Tracy	Unclassified. State oil inspector	_
М В Носфейет	Exempt. Stenographer	
J K Johnson. James McGee. John H Stouthamer R J Maltpress W D Schoenfield Geo. H. Ferris Nichotas Groetzinger. Frank B St. Louis F. M. Charlesworth Anton Hausen H. E. Grace.	Chief deputy inspector. Inspector	

O!L INSPECTION DEPARTMENT—Continued.

Name.	••	Position.	Com- pensa- tion.
		Competitive Class.	
Graham	Inspector		Fed
rel Mitchell	Inspector		Fed
Stupfell	Inspector		Fee
A. Beach	Inspector		Fee
· Lytle	Inspector	,	Fee Fee
Wilson	Inspector Inspector		Fee
Hicks	Inspector		Fed
d Engsberg	Inspector		Fed
Christoph.	Inspector		Fee
Brink.	Inspector		Fee
Mohr. Jr	Inspector		Fee
Battles	Inspector		Fee
Wightman	Inspector		Fee
h Omundson	Inspector		Fee
Niedbalski	Inspector		Fe
Bell	Inspector	• • • • • • • • • • • • • • • • • • • •	Fe
Bronstad	Inspector		Fe Fe
Wilson	Inspector Inspector		Fe
Zelle	Inspector		Fe
Speck	Inspector		Fe
Sprague	Inspector		Fe
Wood	Inspector		Fe
8 Camphell	Inspector		Fe
Archer	Inspector		Fe
. Berg	Inspector		Fe
rose Cook	Inspector		<u>F</u> e
· Uniting the	Inspector		Fe
· 100mpson	Inspector		Fe
"' Leneig	Inspector		Fe
H. Halder	Inspector		Fe Fe
Kohl.	Inspector Inspector		Fe
· · · · · · · · · · · · · · · · · · ·	Inspector		Fe
	Inspector		Fe
*4 & \$ 1 = 3 7 6 ;	Inspector		Fe
	Inspector		Fe
	Inspector		Fe
	Inspector		<u>F</u> e
CS t man	Inspector		Fe
2 - OUL	Inspector		
	Inspector	• • • • • • • • • • • • • • • • • • • •	Fe
ude Din	Inspector	• • • • • • • • • • • • • • • • • • • •	Fe
Olin	Inspector	faaa	Fe \$2,831
	Total	fees	\$5,00T

DEPARTMENT OF PUBLIC PROPERTY.

Name.	Position.
	Unclassified.
C. C. Bennett	Superintendent
	Exempt.
J. W. Groves	Assistant superintendent Stenographer one-half time
	Non-Competitive.
C. Thompson	Coachman and caretaker
	Competitive.
Levi M. Bresee	Chief clerk
Andrew J. Holmes	Engineer heat, light and power plant Assistant engineer, capitol
Wesley M. Ketchum	Assistant engineer and expert electrician Assistant engineer
George H. Mason	Assistant carpenter
Toleff O. Homme	Assistant painter
S. T. Dodge	Police Police
W. H. Cobb	Police
Stephen C. Baas	Police Night watchman.
John Hoffman M. L. Ensign.	Elevator operator
Claire A. Lynn	Elevator operator
Charles Oleson	Janitor Janitor
Ole O. Elverkrug	Janitor Janitor
Even Eckern	Janitor Janitor Janitor
Frank L. Vail	Janitor Janitor
Kichard Comeford. Joohn G. Jennings. J. F. Beck.	Janitor Janitor Janitor
James Rasmussen	Janitor
Edward Harrington	Fireman Fireman
Michael Welch	Fireman Fireman Helper, heating plant
Michael Harrington	Helper, heating plant

DEPARTMENT OF PUBLIC PROPERTY—Continued.

Name.	Position.	Compensation.
	Labor.	
N. A. Bennett.	. Laborer	60 00
*viii 1. (). Nell	Laborer	60 00
*VIII Schermerhorn	. Laborer	60 00
* D. Gilbert	I Laborer	60 00
"W Prant	Laborer	60 00
actick DOLIS	Laborer	60 00
wrotke Coulter	. Laborer	60 00
outrew Peterson	Laborer	60 00
ulery J. Halseth	. Laborer	60 00
TICK Anderson	.l Lahorer	60 0 0
u, u, Hart	.! Laborer	60 00
чщ. Briggs	I.shorer	60 nn
" uas Thorness	. Lahorer	60 00
LIGHT TOOM DEOD.	Laborer	60 00
aunce Marks	1 Laborer	60 00
morre Hearthen	I I shorer	60 00
Tary DeRenzo	Scrubwoman	46 50
dary Wirle	Scruhwoman	46 50
Lary Koberts	Scrubwoman	48 50
WILDE HagenDacker	Scrubwoman	46 70
Christine Gunderson	. Scrubwoman	48 50

EMPLOYEES OF RAILROAD COMMISSION AND TAX COMMISSION **JOINTLY**

Name.	Position.	Com- pensa- tion.
	Non-Competitive.	
W. E. Miller	Civil engineering inspector	\$1~0 00
W. B. Bennett	Civil engineer inspector	150 00
G. D. Mack	Chief mechanical inspector	125 00
W. F. Sloan	Field electrical inspector	150 00
W. Harris	Field electrical inspector	150 00
M. H. Hovey	Railway safety service expert	150 00
M. Peustel	Field civil engineer inspector	125 00
8. R. Hatch	Field civil engineer inspector	125 00
L Herron	Wield civil engineer inspector	125 00
L. Harrop.	Field civil engineer inspector	150 00
Thorkelson	Field mechanical inspector	125 00
W. J. Framan	Field mechanical inspector	110 00
N. Stratt	Field electrical inspector	
H. Hausou.	Field electrical inspector	100 00
S. Bidveli	Railway safety service inspector	125 00
· · · · · · · · · · · · · · · · · · ·	l last neid inspector civ eng serv	100 00
Y 중 및 Califfe	Asst. held inspector, civ. eng. serv	100 00
Curtis	Asst. field inspector, civ. eng. ser. day.	4 00
H. Votskuehler	Asst. field inspector, mech. eng. ser. day	4 00
E. F. Johns.	Asst. field inspector, mech. eng. service.	100 00
D .	Exempt.	
B. D. Moritz	Chief stenographer and file clerk	75 00
	Compositivo	
L. Burritt.	Aget inspector oly and gervice day	3 00
	- Aggr ingrepier old bild gording	80 00
	I heet impropion our one contion !	75 00
	Stenogranner	60 00
R Sasman	Stenographer	60 00
Friedland	Typewriter clerk	50 00
Relley.	Typewriter clerk	50 00
Cokman	Messenger	40 00
	***** MCS2cHRet	30 (4)

RAILROAD COMMISSION.

Name.	Position.	COM- pensa- tion.
	Unclassified.	<u>.</u>
B. H. Meyer. Halford Erickson. John H. Roemer E. F. Gruhl. Margaret A. Schaffer. W. H. Hagenah. F. A. Newton. P. H. Schram. W. J. Huddle. J. N. Cadby. L. H. Lathrop. W. R. Schmidley. F. J. Natwick. G. C. McNaughton. W. B. Shulte. J. N. Ridwell.	Commissioner Commissioner Commissioner Expert Expert Expert Expert in financial statistics. Expert Expert Expert Expert Expert Expert inspector of gas and elec. serv. Expert inspector of electric service. Expert inspector of electric service. Expert assistant service inspector. Expert assistant service inspector. Expert assistant service inspector. Expert assistant service inspector. Expert office assistant, per day. Expert assistant safety service inspector	\$416 66 \$416 66 \$416 60 100 00 166 00 125 00
	Exempt.	
J. M. Winterbotham. W. C. Daumling	SecretaryStenographer	208 33
	Competitive.	
J. F. Hogan. A. W. Pott. C. E. Schreiber. Rosalind S. Moore. S. T. Walker. Frank T. McCormick. R. M. Hoyt. R. V. Adams. A. E. Emerson. Wm. N. Deneen. Inez Robinson Joseph Smethurst. Walter Timm Ida M. Breitkreutz. Emily E. Clark. C. E. Rightor. Natalie H. Mullon.	Chief rate clerk. Clerk Statistician Clerk Assistant secretary. Stenographer Stenographer Assistant rate clerk. Clerk Clerk Clerk Clerk Clerk Clerk Stenographer Stenographer Stenographer Stenographer Clerk Stenographer Clerk Stenographer	130 100 150 150 150 125 125 125 100 100 100 100 100 100 100 100 100 10

DEPARTMENT OF STATE.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
J A. Freng.	Secretary of state	\$416 66
	Exempt.	
A. T Torge. Mabel Homewood	Assistant secretary	208 00 75 00
	Competitive.	
L. B. Nagler. J. T. Lee Don Sherman. W. H. Comerford. Claire Cook. J. R. Edwards. L. J. Nelson. Scorge S. Post L. J. Anderson. C. MacKenzie. Clim Murphy L. S. Harrison. da Kissel J. Cobban. tany Karras. darvey Howitt. cohn Lorigan. coeph Gannon. drace Pierce. da Fkern. S. Christopherson.	Chief clerk Chief bookkeeper First assistant bookkeeper Second assistant bookkeeper Warrant clerk Incorporation clerk Assistant incorporation clerk Printing clerk Assistant printing clerk Filing clerk Notarial clerk Statistical clerk Recording clerk Vault clerk Shipping clerk Clerk Clerk Clerk Clerk Clerk	150 00 130 00 138 00 108 00 100 00 125 00 100 00 117 00 100 00 100 00 100 00 100 00 100 00 100 00

TREASURY DEPARTMENT.

Name.	Position.	Com- pensa- tion.
·	Unclassified.	
A. H. Dmbl	Treasurer	\$116.76
	Exempt.	
Henry Johnson	Assistant treasurer	205 00 83 0)
	Competitive.	
Arthur Pugh Otear J. Taeuber I P Leigh Chuter Wilcox Louis Rupp O. Goldstrand	Bookkeeper Bookkeeper General elerk General elerk Warrant elerk Night watchman	150 00 150 00 133 00 133 00 116 00 62 00

FIRE MARSHAL.

Name.	Position.	C pe t
	. Unclassified.	
T. M. Purtell	State fire marshal	1
·	Exempt.	1
J. M. Sexton	Assistant fire marshal	
	Competitive.	
J. E. Florin. W. G. End. G. H. Kiland. W. E. Finnegan. C. G. Good. S. S. Summers.	Deputy	

BOARD OF IMMIGRATION.

Name.	Position.	Ci pe t
	Unclassified.	
J. A. Frear. H. L. Russell. Geo. McKerrow	Commissioner	Ex Ex Ex
	Exempt.	
A. D. Campbell	Secretary Stenographer	 -

LIVE STOCK SANITARY BOARD.

Name.	Position.	C pi t
	Unclassified.	
E. G. Hastings. G. Fischer. George McKerrow	Member of board. Member of board. Member of board. Member of board. Member of board.	EX EX EX EX
ı	Exempt.	
Herbert Lothe	Secretary	

SCHOOL OF MINES.

Name.	Position.	Com- pensa- tion.
S. F. Smalley R. 1. Dugdale Pour instructors.	Unclassified. Member of board	Expenses Expenses \$520 00
	Competitive.	
G Kirkpatrick.	Janitor	50 06

BOARD OF AGRICULTURE.

Name.	Position.	Com- pensa- tion
	Unclassified	
George McKerrow Geo C Cox. A H Duhl George Wylie. Grant it Pisher H Everett. P Boessler See C Cox William McLaren harles H Hill John I, Herbet Larid Wedgewood Lo Nordman L Scott.	Treasurer (ex-officio) Member of board Member of board	Expenses
	Exempt.	
John M True Mr. Wentworth	Secretary	\$208 88 75 00
	Competitive.	
Blanche Crocker	Clerk and stenographer	65 00

STATE VETERINARIAN.

Name.	Position.	C P
	Unclassified.	
D. B. Clark	State veterinarian	{
	Exempt.	
W. A. Wolcott	Assistant veterinarian	
,	Competitive.	
Dr. B. F. Holmes	Deputy, per day	
Dr. W. G. Clark	Deputy, per day	
Dr. A. H. Hartwig	Deputy, per day Deputy, per day	l
Dr. J. W. Beckwith.	Deputy, per day Deputy, per day	
Dr. C. A. Deadman	Deputy, per day	
Dr. J. R. Glasgow	Deputy, per day	
Dr. J. G. Brossard	Deputy, per day	
Dr. G. D. Litttle	Deputy, per day	
Dr. L. A. Forge	Deputy, per day	
Dr. A. F. Roub	Deputy, per day	
Dr. J. M. O'Reilley	Deputy, per day	İ
Dr. L. J. Hart	Deputy, per day	l
Dr. Jay P. West	Deputy, per day	ļ
Dr. H. D. Pattison	Deputy, per day	i I
Dr. F. W. Achen	Deputy, per day	i
Dr. L. M. Wright	Deputy, per day	

DEPARTMENT OF EDUCATION.

Name.	Position.	pi t
	Unclassified.	
C. P. Cary	State superintendent	!
	Exempt.	
J. B. Borden	Assistant superintendent	
	Competitive.	
H. L. Terry. W. E. Larson. C. L. Harper. Walter H. Hunt. Geo. H. Drewry. A. J. Winnie. O. S. Rice. Winona Merrick. Dora E. Casey. Claire Parsons.	Chief clerk State school inspector State school inspector Deaf school inspector Library clerk	

UNIVERSITY.

Name.	Position.	Com- pensa- tion.
,	Unclassifică.	
u4	Professor, and scientific staff, monthly salaries	 \$64,118 66
	Exempt.	
ffrey pencer tand	Secretary Clerk and stenographer, regents Registrar Rendering temporary service, per bour.	200 00 108 37 250 00 50 to 40¢
	Non-Competitive.	
ylorrow	Matron, Chadbourne hall	91 46 100 33
i	Competitive.	
10	Purchasing agent.	150 00
IB	Statistical clerk	62 51 188 74
fayner	Clerk	90 00 91 74
Inyder	Clerk	72 50 25 00
3.,	Clerk	85 00 109 87
lek	Accountant	72 50
in	Assistant purchasing agent	88 87 F3 87
riedland	Stenographer, purebasing department. Clerk and stenographer	72 50 55 00
elger	Storekeeper	50 00
Martin	Registrar's assistant	108 23 73 00
yder	Stenographer	65 00 #2 fo
Inkhoff	Stenographer	60 00 35 00
dfrey	Messenger	23 00
body	Fxec secretary, Col. Agr	133 83 250 00
tel	Building superintendent	106 33 55 00
I,	Draughtsman ,	75 00
rich	Draughtsman	83 00 100 00
reon	Chief operating engineer	150° 00 40° 00
inpell	Superaten len building and grounds .	125 00
ird	Assistant editor Clerk, extens on (Milwaukce)	55 00 40 00
eber	Clerk and stemperapher	90 00 67 00
M	Clerk and stenographer	63 00
SOD	Stenographer	60 00 55 00
eKee.	Stenographer	55 00 50 00
T	Stenographer	50 00 48 00
men	Stenographer Stenographer	48 00
etcham	Stenographer	45 00

Name.	Position	De ti
•	Competitive Class.	
John Bassler	Clerk	
Glen Vitense	Clerk	
Vincent Norris	Clerk and stenographer	
Mabelle M. Post	Clerk and stenographer	
Florence Turneaure	Clerk and stenographer	
Allee B Cronla	Clerk and stenographer	
Genevieve McGowan	Stenographer	
R J Schmelzer	Blue printing	
Relena Leute Elizabeth McKee	Stenographer and clerk	
Edna M. Hill	Stenographer and clerk.	
Jessie E. Wilcox.	Stenographer and clerk	
Fmil A Kronoulst	Clerk	
Catherine H Klein	Stenographer	
Gwendolyn Curran	Clerk, registror.	İ
Blanche Halbort	Clerk	
F R. Paine	Page	
Alege Merz	Clerk and stenographer	
Mary A. Glen	Clerk and stenographer.	
Ruth Havner.	Clerk, per hour,	,
R. J. Schanel	Supply clerk	
Hilda I. Wolley	Stenographer	
David I. Rowe	Local instructor—Ex	}
I. M Post	Mechanician .	
NeIlle F Griffiths	Clerk ,	
David Charles	Janitor	
Walter Blumenatein	Houseman	Ŧ
Mary Savies Arthur Blumenstein	Janitor	ŀ
Fster Sufekit	Cashler	
Chas Batty	Junitor	
Geo Willett	Janitor	
W W Deards	Janitor Janitor	
Wm Post	Flevator man	
Filen link	Janitor (part time)	
Walter Newcomb	Housekeeper	i
Frust Osterfund	Jenitor	
tleo Brown	Elevator man	
Edw. Vetter	Flevator man	
John Danielson Frost Morschhauser	Flevator man	
F C Build.	Supply clerk	
Geo Anderson	Janitor	į
Alex. Bunker	Janitor	
Fred Sperling Albert Davis	Janitor	
Patrick Clerkin	Janitor	
John Bolzt.	Junitor	
Gen Westerfield	Janitor	
Arthur Otis Chas. Cass	Janitor	
Мату Grasser	Japitor	
Peter Huss.	Junitor	
R. A. Brockway	Janitor .	
S. T. Morgenson.	Janitor	

Name.	Position.	Compensation.
	Competitive Class.	
escher	Janitor	60 0
cock	Janitor	55 (
el	Janitor	50 0
nohan	Janitor	30 (
gfield	Tool room attendant	25 (
effenlm	Mechanical assistant	60 (60 (
rle	Cement laborer	55
Bowley	Janitor	50
ng	Janitor	55
smaesler	Janitor	55
	Janitor	50
hnson	Janitor, per hour	!
mersley	Night watch	60
er	Valve inspector	30
1	Engineer, Pump H. 1	65
œl	Engineer, Pump H. 1	40
s	Engineer C. heating plant 1	85 80
fcorn	Engineer C. heating plant 1	75
urke	Fireman C. heating plant 1	70
f	Fireman C. heating plant 1	70
elsh	Fireman C. heating plant 1	70
ple	Foreman	70
tchler	Chief carpenter	108
Toyne	Carpenter	75
nr	Carpenter	75
nson	Cacpenter	75
1	Carpenter	75
le	Carpenter ner bour	75
gfleld	Carpenter, per hour	37 37
bv	Cerpenter, per hour	37
ilis	Carpenter, per hour.	37
1	Carpenter, per hour	37
g	Carpenter, per hour	37
nes	Carpenter, per hour	37
lentine	Carpenter, per hour	37
yles'	Carpenter, per hour	•
tternussen	Carpenter, per hour	75
y	Painter Painter, per hour	37
anzen	Painter, per hour	37 37
itson	Painter, per hour	37
vick	Painter, per hour	37
and	Painter, per hour	37
8	Mason, per hour.	
ompson	Electrician	100
fordek	Electrician	75
utzen	Electrician, per hour	
berg	Steam fitter	85
Emery	Steam fitter	80
epohl	Steam fitter, per day	2
oker	Steam fitter	70
J	Steam fitter	65
rer	Steam fitter, per hour!	
luebner	Plumber	85
nnig	Plumber	83
urphy	Plumber	83
Pharo	Plumber, per hour	
TT	Plumber, per hour	

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
S. Hipple	Mechanician, per hour	
. E. Halik	Mechanician, per hour	
. A. Gross		
. N. Hanson Schmelzer		
eorge Hutton		85
Hoffman		75
L. Anderson	Foreman	65
alyn Bibbs	Stenographer	42
ma H. Krueger		40
ewis R. Zorbel		75
W. Brann		80
M. Henwood		7
ildred Oakey		55
ary Coleman	Stenographer	45
icile Charles	Clerk, per hour	_
. E. Markey	General assistant	75
W. Fox		75
ta Sheehy		
Weisenbach		
erman Ullsporger		
B. Mitchell m. Peterson		
E. Daly		
imund Bothke		i ac
. C. Hansen		à
enry T. Hansen	Foreman	
J. Ackert		
. A. Cobb		
T. H. Cooper		j ş
M. Kroll		
y Lauderdale	Supervisor dairy tests	-
orge C. Morris		I
alter Pryse	Supervisor dairy tests	ı F
O. Randall		
m. Schwichtenberg		
has. L. Turner		
H. Whiting		
R. Weymouth		į į
nna K. Fiedler	Clerk	<u>.</u> 80
ntoinette G. Brewster		65
nnie Kelley		60
rnes Esser	45.6	60
argaret Lynchsie Schwartz	• • • • • • • • • • • • • • • • • • • •	80
onica Kleinhainz	• • • • • • • • • • • • • • • • • • • •	60
lelaide Kleinheinz	• • • • • • • • • • • • • • • • • • • •	50
ary Moran	Clerk	50
ossie Polley	Clerk, per hour	
vrtle E. Jones		
innie O. Hausman	· •	ı
rances Lipppert		
L. Cramton		
A. Reynolds		
avid Charles		55
F. Burroughs		55

Name.	Position.	Com- pensa- tion
	Labor Class.	
therine Wattawa	Waltress, per week	
reline Gapper	Waitress, per week	4
idey A Kramer	Wnitress, per week	l <u>€</u>
ile Christopherson	Waitress, per week	5
Se Gorman	Waltress, per week	4 5
Pra Jarvis	Waitress, per week	4
gabeth Link	Dishwasher, per week	1 7
bel Hendrickson	Assistant cook, per week.	ē
ry Erickson	Assistant cook, per week	6
rbera Spawn	Assistant cook, per week	- 5
ie Moon	Wuitress, per week	5
nole Kurt.	Laundress, per week	6
ma Vetter	Night watch, per week	7
la Ganger.	Assistant cook, per week	5
pa Schmitz	Waitress, per week	12
da Osterfund	Bell mald, per week	7
a Vincinan	Meat cook, per week	10
rth Rockney	Waitress, per week.	5
on Miller	Waitress, per week	5
ma Rockney	Waltress, per week	5
elia Myra	Waitress, per week	5
tie Shivers	Janitress, per week	9
Sulfren	Laundress, per week	5
ry Schmeiger	Laundress, per week	6
A Hanson	Laundress, per week	. 5 8
etta Hollandtrude Hohler	Student assistant, per week	ì
rion Seim	L ndress per week	ŝ
el Beck	Wa tress, per week	6
toa Bennish	Dishwasher per week	. d
Berschen	Dishwasher per week	6
rie Billig	Waitress, per week	4
ber Crabtree	Waitress, per week	4
ona Hoffman	Coo', per day	1 2
ros Hoffman	Assistant cook, per week	7
a Klein	Waltress, per week	7
rda Sitzerath	Waitress, per week	5
₩ Lvnch	Waitress per week,	6
isa Mathison	Cook, per day	1 1
el Meinke	Waitress per week	4
a Moen.	Assistant matron Cook's assistant, per week	45 7
а Моеп	Cook's assistant, per week.	7
a Miller	Waitress, per week,	6
clt Murphy	Waltress, per week	6
nle O'Brien	Waitress, per week	5
le Palmatier	Waltress, per week	6
n Prieve	Assistant cook	18
ra Sauven	Head waitress, per day,	6
Schultz	Waitress, per week	5
S. Taylor	Student helper, per week	4
th Wooodward	Waitress, per week.	- 1
bah Hodge	Janitor	85
Y lilegan	Janitor	35
Notan	Laporer	30
Fastman	Sunday watch, per day	. 2

Gustave Larson. Ben Schmeker Ciarence Blackburn. John Garton. M. Hanson D. Wilder. Geo Zurlan Oscar Hegerich J. D. Hayes C. Dolle. Henry Gwin. E. W. Clark. Chas Billig Joe Matthews. Laborer. per hour Laborer. per hour Laborer, per hour	
Lizzie Manoney Nellie Farmer Addie Woodward Mary Meclickty Midred Ratishanser Charwoman, per hour Charwoma	
Nellie Farmer Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Addie Woodward Alinnie Milward Alinnie Milward Alinnie Milward Alinnie Milward Alinnie Milward Alinnie Milward Alinnie Alinnie Alinnie Alinnie Milward Alinnie Ali	أ
Addle Woodward Mary McClosky. Midred Rutishanser. Middred Rutishanser. Middred Rutishanser. Middred Rutishanser. Minde Milward. Month Milward. Month Bauhs. Pred Carpenter Pred Carpenter Prank Casserly Chas Foss. W. E. Boyle. Chas Foss. W. E. Boyle. Chas Foss. W. E. Boyle. Chas Foss. Laborer, per hour. Lab	
May Trask. Mildred Rutishauser. Edna Tiedu Minute Milward. John Bauhs. Pred Carpenter Frank Casserly Charwoman, per hour Laborer, per	
Mildred Rutishauser. Edna Tiede Minnie Milward. John Bauhs. Wm. Diebold Pred Carpenter. Charwoman, per hour Teamster Teamster Teamster Teamster Teamster Teamster Teamster Teamster Laborer, per hour Laborer Laborer McCable Laborer per hour Lab	***1
Edina Tieds Minuse Milward. John Bauhs. Wm. Diebold Pred Carpenter Prank Casserly Chas Foss. Use Boyle Otis Hofman. M. Wolf. P. Sanderson. Laborer, per hour Laborer per hour	
Minute Milward. John Baufis. Win. Diebold Pred Carpenter Frank Casserly. Chas. Foss. W. E Boyle. Otis Hoffman. M. Wolf. P. Sanderson. John Conner Carl Fuss. A Bayler. Laborer, per hour Laborer Laborer Laborer Herbert Gwin. Laborer Laborer, per hour	
Wm. Diebold Pred Carpenter Frank Casserly Chas Foss. W. E Boyle Cotis Hoffman. M. Wolf. P. Sanderson John Conner Carl Fuss Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer J. McCormick Val Herriels Laborer John Schwartz Laborer Herbert Gwin John Rogers Geo. Leonard H. E. Cutler Geo. Gyte Gustave Larson D. Wilder Geo Zurian D. Wilder Geo Zurian Cocar Hegerich J. D. Hayes Laborer, per hour	
Prenk Casserly Chas Foss. W. E Boyle Otis Hoffman. M. Wolf. P. Sanderson. John Conner Carl Fuss. A. Beyler. T. McCabe. John Herriels Henry Schofield Herry Gwin. F. W. Goth. John Bogers Geo. Gyte. Gustave Larson. Ben Schmeker Clarence Blackburn. John Gorton. M. Helper, per hour. Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer per hour	
Frank Casseriy Chas Foss. W. E. Boyle Otis Hoffman. M. Wolf. P. Sanderson John Conner Laborer, per hour Laborer Laborer Laborer Henry Schofield John Schwartz Herbert Gwin F. W. Goth John Rogers Geo. Leonard H. E. Cutler Geo. Gyte Laborer, per hour	
W. E Boyle. Otis Hoffman. M. Wolf. P. Sanderson. John Conner. Carl Fuss. A. Beyler. T. McCabe. J. McCormick. Va) Herriels John Hank John Schwartz. Herbert Gwin. Herbert Gwin. Herbert Geo. Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson Ben Schmeker D. Wilder. John Garton. M. Hanson D. Wilder. Geo Zurlan Oscar Hegrich J. D. Hayes. C. Dolle. Henry Gwin. Laborer, per hour	
Otis Hoffman. M. Wolf. P. Sanderson John Conner Laborer, per hour Laborer per hour	
M. Wolf. P. Sanderson John Conner Carl Fuss A. Beyler Laborer, per hour Laborer per hour	
P. Sanderson. John Conner. Carl Fuss. A. Beyler. T. McCabe. Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer per hour	
Carl Fuss A. Beyler T. McCabe Laborer, per hour Laborer, per hour Laborer, per hour Laborer per hour	
A. Beyler. T. McCarmick. Val Herricia Henry Schofield John Hank John Schwartz Herbert Gwin. John Rogers Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson Ben Schmeker Clarence Blackburn John Garton M. Hanson D. Wilder. Geo Zurlan Oscar Hegerich J. D. Hayes C. Dolle. Henry Gwin. E. W. Clark Chas Billig Laborer, per hour	
T. McCornick. J. McCornick. Henry Schofield John Hank John Schwartz Herbert Gwin. F W Goth. John Rogers Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson. John Garton. M. Hanson D. Wilder. Geo Zurlan Oscar Hegerich J. D. Hayes C. Dolle. Henry Gwin. E. W. Clark. Chas Billig Maborer, per hour Laborer, per hour	- 1
Val Herrielb Henry Schofield John Hank John Schwartz Herbert Gwin. F W Goth. John Rogers Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson Ben Schmeizer Laborer, per hour	***
Henry Schafield John Hank John Schwartz Herbert Gwin F W Goth John Rogers Geo. Leonard H. E. Cutler Geo. Gyte Gustave Larson Ben Schmeker Clarence Blackburn John Garton M. Hanson D. Wilder Geo Zurlan Oscar Hegerich J. D. Hayes C. Dolle Henry Gwin E. W. Clark Chas Billig John Matthews Laborer Laborer Laborer Laborer, per hour	
John Schwartz. Herbert Gwin. F W Goth. John Rogers. Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson. Ben Schweizer Clarence Blackburn. John Garton. M. Hanson D. Wilder. Geo Zurlan Oscar Hegerich. J. D. Hayes. C. Dolle. Henry Gwin. E. W. Clark. Chas Billig. Joe Matthews.	!
Herbert Gwin. F W Goth. John Rogers. Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson. Ben Schmeizer Ciarence Blackburn. John Garton. M. Hanson D. Wilder. Geo Zurlan Oscar Hegerich J. D. Hayes C. Dolle. Henry Gwin. E. W. Clark. Chas Billig Joe Matthews.	
John Rogers. Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson Ben Schmeker Clarence Blackburn John Garton D. Wilder. Geo Zurian Oscar Hegerich J. D. Hayes. C. Dolle. Henry Gwin E. W. Clark Chas Billig Joe Matthews Laborer, per hour	
John Rogers. Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson. Ben Schmelzer Clarence Blackburn John Garton. M. Hanson D. Wilder. Geo Zurian Oscar Hegerich J. D. Hayes. C. Dolle. Henry Gwin. E. W. Clark. Chas Billig Joe Matthews.]
Geo. Leonard H. E. Cutler. Geo. Gyte. Gustave Larson Ben Schmeker Clarence Blackburn John Garton M. Hanson D. Wilder. Geo Zurian Oscar Hegerich J. D. Hayes C. Dolle. Henry Gwin E. W. Clark Chas Billig Joe Matthews Jaborer, per hour Laborer, per hour	l
Geo. Gyte Gustave Larson. Ben Schmelzer Clarence Blackburn. John Garton. M. Hanson D. Wilder. Geo Zurian Oscar Hegerich J. D. Hayes. C. Dolle. Henry Gwin. E. W. Clark. Chas Billig Joe Matthews.	
Gustave Larson. Ben Schmelzer Clarence Blackburn John Garton M. Hanson D. Wilder Geo Zurlan Oscar Hegerich J. D. Hayes C. Dolle Henry Gwin E. W. Clark Chas Billig Joe Matthews Laborer, per hour Hend teamster	
Ben Schmelzer Clarence Blackburn John Garton M. Hanson D. Wilder Geo Zurian Oscar Hegerich J. D. Hayes C. Dolle Henry Gwin E. W. Clark Chas Billig Joe Matthews Haborer, per hour Laborer, per hour Hend teamster	
John Garton. M. Hanson D. Wilder. Geo Zurlan Oscar Hegerich J. D. Hayes C. Dolle. Henry Gwin E. W. Clark Chas Billig Joe Matthews Haborer, per hour Laborer, per hour Hend teamster	****
M. Hanson D. Wilder. Geo Zurian Oscar Hegerich J. D. Hayes C. Dolle Henry Gwin E. W. Clark Chas Billig Joe Matthews Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Laborer, per hour Hend teamster	
D. Wilder. Geo Zurian Oscar Hegerich J. D. Hayes C. Dolle Henry Gwin E. W. Clark Chas Billig Joe Matthews Laborer, per hour Hend teamster	
Oscar Hegerich. J. D. Hayes. C. Dolle. Henry Gwin. E. W. Clark. Chas Billig. Joe Matthews. Laborer, per hour. Hend teamster.	
C. Dolle Henry Gwin E. W. Clark Chas Billig Laborer, per hour. Laborer, per hour. Laborer, per hour. Laborer, per hour. Hend teamster.	!
C. Dolle Henry Gwin. E. W. Clark Chas Billig Joe Matthews Laborer, per hour. Laborer, per hour. Laborer, per hour. Hend teamster	
E. W. Clark Laborer, per hour Laborer, with team, per day Hend teamster	****
Joe Matthews Hend teamster	
Joe Matthews	

Herman Dauck Teamster Teamster	
A VORS	
I H Hoffman Teamster	
F. Gauert Cement worker Laborer	
A, Holan.	
E Kirst Laborer Laborer	
Hebry Dauck Laborer Laborer Laborer	
L. l. Henry Laborer	
R. Stevenson Laborer	
C. A Shepard Laborer Laborer	
A F Schulz Laborer	
P W. Moyer Horse shoer.	

Name.	Position.	Com- pensa- tion.
	Labor.	
ille	Laborer	48 00
••••••	Laborer	45 00
	Laborer	48 00
	Laborer	48 00
e	Laborer	48 00
• • • • • • • • • • • • • • • • • • • •	Laborer	48 00
ton	Laborer	48 00
ler	Laborer	48 00
	Laborer, per hour	18
	Laborer, per day	2 00
e	Laborer, per day	1
	Laborer	75 00
au	Laborer	45 00 45 00
	Charwoman. per hour	15
	Delivery man.	to 60
	Salesman	45 90
	Student assistant	25 00
	Night watchman.	50 00
	Laundress	piece w'k
• • • • • • • • • • • • • • • • • • • •	Assistant	75 00
	Herdsman	(0 00
	Assistant dairy barn	69 00
	Assistant dairy barn	45 00
	Assistant sheep barn	60 00
• • • • • • • • • • • • • • • • • • • •	Assistant horse barn	50 00
• • • • • • • • • • • • • • • • • • • •	Assistant scientific experiment	60 00
• • • • • • • • • • • • • • • • • • • •	Assistant hog barn, per hour	50
• • • • • • • • • • • • • • • • • • • •	Assistant scientific experiment, per day.	2 00
• • • • • • • • • • • • • • • • • • • •	Laborer	50 00 45 00
• • • • • • • • • • • • • • • • • • • •		45 00
• • • • • • • • • • • • • • • • • • • •	Laborer	45 00 45 00
<u> </u>	Janitress, per hour	15
1	Assistant, soils	(6 66
	Laborer	55 00
	Laborer, per hour	40
11	Laborer, per hour	40
l	Laborer, per hour	121/2
on	Laborer, per hour	121/2
	Laborer, per day	1 90
	Laborer's helper	50 00
T	Laborer	35 00
les	Special assistant	37 50
ier	Laborer, per day	1 75
	Charwonian, per hour	15

SUPREME COURT.

Name.	Position.	P
	Unclassified.	
John B. Winslow	Chief justice Justice Justice Justice Justice Justice Justice Justice	
•	Exempt.	
Clarence Kellogg. F. K. Conover. F. W. Arthur. H. G. Pickering. Joseph Gallagher. Arthur A. McLeod. Thos. P. Nelson. Wilbert Liess. Ella M. Law. J. E. Usher. Kate Kershaw. C. H. Beyler. J. B. McCoy.	Clerk Reporter Assistant reporter. Assistant (part time) Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Stenographer Messenger Janitor	
	Office of Revisor of the Statutes.	
	Exempt.	
I. J. Nash. Arthur F. Belitz. Evelyn Schuckhart. Lily A. Butler. Forence Eastman. Marie Farness. Lauretta Hollatz. Anna O'Keefe. Mary B. Orvis. Arline Perry. Hallie Perry. Florence E. Rimsnider. Inez Robinson. Lydia Salsman. Lena M. Shiels.	Revisor Assistant revisor Secretary Copy clerk Clerk Clerk Clerk Filing clerk Clerk Copy clerk Copy clerk Copy clerk Copy clerk Clerk Copy clerk Clerk Clerk	

TRUSTEES OF THE STATE LIBRARY.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
Roujet D. Marshall.	President	
*VIII B. Winglow	***************************************	
TVIIUE FIR DOCIDE		
- Vell Li. Siehecker	••••••	
James C. Kerwin.	•••••	1
William H. Timlin John Barnes	•••••	•
Prank L. Gilbert	•••••	i
	Exempt.	
Gilson G. Glasier	Secretary and librarian	\$208 3
·· AL. TIPUIG	Assistant librarian	
~~!UEU: 110 hA 14	Index clerk.	
	Stenographer	•
Paul J. Bremer	Janitor	70 0
		!

CAPITOL COMMISSION.

Name.	Position.	Com- pensa- tion.
O. H. Ingram James O. Davidson Magnus Swenson Geo. H. D. Johnson J. A. Van Cleve	Unclassified. President Executive committee (ex officio) Chairman executive committee Executive committee and finance com Finance committee	Expenses Expenses Expenses
Lew F. Porter	Exempt. Secretary Stenographer Non-Competitive.	\$416 33 50 00
Chas. A. Halbert	Assistant secretary and inspector	100 00

GEOLOGICAL AND NATURAL HISTORY SURVEY.

Name.	Position.	Oor pens
James O. Davidsoon	Unclassified. Commissioner Commissioner Commissioner Commissioner Commissioner Commissioner Commissioner	Expens = es Expens = es Expen = es Expen = es Expen = es
W. O. Hotchkiss A. R. Hirst M. W. Torkelson H. J. Kuelling S. Weidman C. Juday F. T. Thwaites F. W. Huels C. L. Dake Hyrum Schneider F. L. Musback Louise Jahns A. H. Meyer L. R. Schoenmann T. J. Dunnewald S. B. Dudgeon L. F. Augspurger C. A. LeClair W. E. Blair E. J. Graul O. I. Bergh	State geologist Engineer Bridge engineer Assistant engineer Geologist Biologist Assistant geologist Peat report Geological assistant Geological assistant Field assistant and analyist Analyist Field assistant Field assistant Field assistant Field assistant Assistant Assistant Analyst Analyst Analyst Field assistant Field assistant Competitive.	20) 175 126 187 126 20 00 00 00 00 00 00 00 00 00 00 00 00 0
Bess Brewer	Stenographer	25 0'

TAX COMMISSION.

Name.	Position.	Compensation.
•	Unclassified.	
Norman S. Gilson. George Curtis Jr. Nils P. Haugen	Commissioner	\$416 66 416 66 416 66
! 	Exempt.	
Geo. H. Francis. Elizabeth M. Barnes.	Secretary	167 0 0 100 00
	Competitive.	
Prof. W. D. Pence. Erving J. Koester Anna W. Evans. Edmund J. Brabant L. E. James L. A. Crocker L. V Cowles L. T. Nolan Vm. H. Spohn L. K. Thurston eo. Campbell A. Heilman obert C. O'Malley ames J. McDonald ia Dwinnell sie Dillman azel Higbee orace Secrist E. Treleven	Engineer Reporting stenographer and assistant. Index clerk and librarian. Clerk Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Assistant and special agent Clerk Clerk Expert and special agent Assistant and special agent Assistant and special agent	167 00 115 00 100 00 100 00 150 00 100 00 100 00 50 00 50 00 50 00 50 00 50 00 50 00 50 00 45 00 125 00 100 00
L. Hatch. J. Kerchensteiner B. Thiel. B. Garver B. Thayer te Trainor therine Luft ura M. Lee. en Machlis rence Usher	Assistant Assistant Assistant Assistant Special agent Clerk Clerk Assistant and clerk Assistant and clerk	100 00 100 00 100 00 75 00 70 00 55 00 45 00 40 00

LEGISLATURE.

Assembly.

Name.	Position.]
	Exempt.	—
C. E. Shaffer	Chief clerk, per session Sergeant-at-arms, per session	! !
	Competitive.	
V. W. Jones E. Pearson	Journal clerk, per day	,
S. Summers	Bookkeeper, per day	
E. Van Matre	General clerk, per day	
aximillian Schoetz	Enrolling clerk, per day	
arch Polk	Stenographer, per day	
. J. Saposs	Stenographer, per day	
. C. Tretow	Stenographer, per day	
eorge Blanchard	Statistical stenographer, per day	
I. G. Pickering	Stenographer, per day	
. L. Oeland . C. Hawker	Typewriter, per day	
I. G. Lee. V. E. Kirk. Iarry Nelson.	Typewriter, per day	١
larry V. Ross . W. Cheever	Assistant sergeant-at-arms, per day Postmaster per day	
A. Hanks E. Nelson F. Puls	Document clerk, per day Post office messenger, per day	1
E. F. Wright. E. S. Stevenson. E. Brackenwagen.	Night watch, per day	!
. W. Prehnohn Gauerke	Gallery police, per day	
C. L. Thompson Trancis Lamb Harry E. Boyle	Messenger, per day	!
I. Vogt I. W. Hawker	Messenger, per day	.
V. F. VanderHyden Iarry E. Benedict	. Messenger, per day	. 1
Frank J. Rief	Messenger, per day	
d. A. Goldbergulius Hembre	Messenger, per day	. 1
A. Jerabeck	Messenger, per day	.
Al. C. Koss	. Messenger, per day	
Enrl Polley	Messenger, per day	

1.7

Roster of Employes.

LEGISLATURE—Continued.

Senate.

Name.	Position.	Compensation.
P. E. Andrews	Exempt. Chief clerk, per session Sergeant-at-arms, per session	\$500 00 500 00
	Competitive.	
R. F. Smith. Geo. M. McLaughlin P. M. Wylie J. T. Huntington C. A. Worth J. H. Frazier J. D. Wolfenson R. H. Hillyer J. H. Sapiro A. W. Galloway P. W. Spencer C. E. Mullen Pred Onstad C. B. MacCrossen R. W. Schlegel John Bessey J. B. Webster D. P. Peterson W. A. Anderson C. B. Welton T. H. Sanderson E. A. Pierce G. M. Emerich Olaf Goldstrang P. F. Boyle J. A. Eastman Thos. J. Farley Leon B. Crane E. G. Cooper	Journal clerk, per day. Assistant journal clerk, per day. Bookkeeper, per day. Assistant bookkeeper, per day. Index clerk. Proofreader, per day. Stenographer, per day. Typewriter clerk, per day. Assistant sergeant-at-arms, per day. Custodian document room, per day. Postmaster. Police, per day. Nightwatch, per day. Laborer, per day. Messenger, per day.	5 00 5 00 5 00 5 00 5 00 5 5 00 5 5 00 5 00 5 00 5 00 5 00 5 00 6 00 6

NORTHERN HOSPITAL FOR THE INSANE.

Com- pensa- tion.	Position.	Name.
1	Unclassified.	
. \$206.38	lent	A. Sherman Superintend
1	Exempt.	
. 80 00	er	Mabel Perkins Stenograph
	Non-Competitive.	
125 00		A. A. Bachler Steward .
	steward	L. E Gilson Assistant
40 0C	***********	William Griffith Attendant.
		W. H Chase Attendant
39 000	************************	Walter Stattery Attendant
A C 200 A		Elmer Palge Attendant
35 - 400		Herrpon Mueller Attendant B. A Plucker Attendant
' M' - 10	.,	Ernest Menke Attendant
20 -200	****************************	Frank Weekworth Attendant
24 -4 00	***************************************	8. F. Smith Attendant
i)		Elmer Peterson Attendant Fred Peldman Attendant
W		Ed. Peterson Attendant
	********* *****************************	Albert Sandman Attendant
· · · · · · · · · · · · · · · · · · ·		A. Van Leuvenhage Attendant
18 (9		E L Morgan
45.00		W. D. Pitcher. Attendant
		Prank Hewitt Attendant
	***********************	I Friedel Attendant
	***********************	A Janowisk Attendant
95.0		Charles Boyer Attendant Will in A. Dorschel Attendant
25 0 26 0	***************************************	d. Gilbertson Attendant
		3. H. Crispe Attendant
·· [247 1	***********************	ames Golden Attendant
··i 95 (William Brigham Attendant Walter Baleigh Attendant
1		German Pauk Attendant
· · ·	**** **********************************	troat Mlaker Attendant
55	**** *******************	imer Hunt Attendant
		Daniej Buckley Attendant Henry Baum Attendant
1 = =	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Carl Ackerman Attendant
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	J. Erdlitz Attendant
·! j 30 å		oho Nash Attendant
	***************************************	Saroline Anderson Attendant Slara Baxter Attendant
		ennie Russell
	**********	celia Jenkins Attendant
	***************************************	ela M Smith Attendant
· # 27 60	***************************************	Meta Mueller Attendant Lucy Koshnick Attendant
1 2500	111111111111111111111111111111111111111	Charlotte Severance Attendant
`\ #0 @*	**************************	nga Hembre Attendant
	*************************	Anna Neubauer Attendant
; ° .≪ (#	***************************************	Laura Riedel Attendant
2 00	***************************************	
200	**************************************	Elizabeth Gendrich

IRN HOSPITAL FOR THE INSANE-Continued.

sė.	Position.	Com- pensa- tion.
	Non Competitive.	
	Attendant	21 00
	Attendant	22 00 22 00
***** **** ****	Attendant	21.00
	Attendant	35 0
1 * 1411**	Attendant	24 0 25 0
	Attendant	20 0
	Attendant	20 0
	Attendant	20 0 23 0
	Attendant	20 0
	Attendant	20 0 20 0
	Attrolant	90 0 20 0
	Attendant	20 0
	Attendant ,	25 0 25 0
++4111	Attendant	25 0
	Attendant	25 0
	Attendant	25 0 25 0
	Attendent	85 0
	Assistant cook.	15 0
	Assistant cook.	15 0 37 0
	Barber,	30 0
	Butcher Cook 30 0 75 0	
	Assistant cook	40 0
	Assistant cook	27 0
****	Arsistant cook	25 ()
	Competitive,	
	. Scrond assistant physician	100 0
	Third assistant physician	65 ti
*** *******	35-4	50 0
**** ***** **	1 04	70 0 30 0
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Stenographer Supervisor	
**** ******	Rupervisor	62 0
*** *** ****		45 0 40 0
**********	Supervisor	33 0
***	Supervisor	30 (
, ,	48	75 0
**** *****		52 0
		29 0
		90 Q
		50 0
*** *******		55 0
	45 1	40 0 75 0
		65.0
** ******		47.0
		45 0 65 0
	Shoemaker	18 0
	, Fireman ,	35 Q

NORTHERN HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	De t
	Labor.	1
K. C. Dousman	Barnman	
Ernest Gelger	Assistant baker	
George W. Horton	Carmen	1
Lillian O'Dell	Seamstress	ļ
Arthur Whitby	Cowman	İ
Chris. Madsen	Farmer	i
Martin Peterson	Farmer	l
W. J. Scott	Farmer) }
Paul Reinert	Farmer	
Chas. Erickson	Farmer	
Julius Jensen	Farmer	ļ
M. M. Morgan	Farmer	
Harold Monroe	Assistant gardner.	ŀ
W. H. Brink	Laundryman	ļ
Delia Dunn	Laundress	i
Martha Otto	Laundress	1
Anna Pufahl	Laundress	İ
Elsie Ost	Laundress	ĺ
Louise Rabe	Laundress	ĺ
Mary Hayes	Laundress	i
Antoine Kurtz	Laundress	ĺ
Martha Hardt	Laundress	l
Mabel Ault	Laundress	l
E. W. Payn	Night watch	
Nelson Dionne	Night watch	
William Hibbert	Night watch	
Martin Nimkie	Night watch	
Chas. Swanson		,
Margaret Mohr		
Nancy Burke		l
Louise Steinart		
Elsie M. Dunaway		
Mrs. L. J. Stevens		
Ida Fauk		
Anna Schoenrock		ĺ
T. H. Farrow	Seamstress. Upholsterer.	

STATE HOSPITAL FOR THE INSANE.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
rst	Superintendent	\$250 00
	Exempt.	
nicks	Stenographer	30 00
	Non-Competitive.	
er	Steward	125 0
oner	Assistant steward	75 0 30 0
ensonerer	Attendant	35 0
rd	Attendant	30 00
terly	Attendant	35 0
ple	Attendant	35 0 30 0
B	Attendant	30 0
l h	Attendant	25 0
n	Attendant	:00
•	Attendant	25 0
	Attendant	30 0 45 0
asmussen	Attendant	28 0
ey	Attendant	25 0
ane	Attendant	25 0
ford	Attendant	25 0
e	Attendant	27 0 28 0
	Attendant	25 U 25 U
	Attendant	27 0
R	Attendant	26 0
ell	Attendant	27 0
	Attendant	26 0 25 0
	Attendant	25 0 25 0
30 n	Attendant	25 O
Donald	Attendant	25 (
	Attendant	25 0
	Attendant	25 0
n	Attendant	26 0 25 0
'ady	Attendant	25 0
ey	Attendant	30 0
	Attendant	25 0
ier	Attendant	25 0
genke	Attendant	28 0 21 0
1	Attendant	20 0
hauer	Attendant	20 0
•••••	Attendant	20 0
sell	Attendant	20 0
ns	Attendant	20 0 20 0
nnson	Attendant	20 0 20 0
MSOH	Attendant	25 0
	Attendant	20 0
irthy	Attendant	21 0
nough	Attendant	21 0
	Attendant	21 0 20 0
y	Attendant	24 0
r	Attendant	20 0
ıd	Attendant	22 0

STATE HOSPITAL FOR THE INSANE—Continued.

August Sauthoff. W. S. Osborn. Third assistant physician. I W. S. Osborn. Third assistant physician. I Pathologist. A. C. Nordvi. A. C. Nordvi. Pathologist. Druggist Annie I. Oliver. Matron Stenographer Helen F. Eayrs. Industrial teacher. Geo. S. Hanson. Supervisor. Jas. S. Smith. Assistant supervisor. M. A. Sanders. Supervisor Mary Sullivan. John Elchmann. Baker. W. T. Harris. Carpenter M. J. Hughes. Assistant carpenter. Clarence Willis. Engineer John F. Murphy. Assistant engineer. Assistant engineer. C. R. Bassett. Fireman L. H. Beasley. Fireman Emil Bosselmann. Fireman George Zech. Fireman George Zech. Fireman Henry Andrews Henry Andrews Laundryman Engvold Bolstad Ole Thompson. Arthur Andrews Painter Labor. Night watch. Night watch. Night watch.	Name.	Position.	O: pe ti
Susie Wortman Ida Zielbe. Attendant Ida Zielbe. Attendant Pauline Busch Pora Bosselmann Assistant cook Assistant cook Assistant cook Marie Rast. Assistant cook Marie Kast. Assistant cook Marie Marina Millie Burnham Assistant cook Annie Marina Assistant cook Mary Dippolt Assistant cook Mary Dippolt Assistant cook Mary Dippolt Assistant cook Mary Dippolt Assistant cook Mettie Ohde Assistant cook Alice Robbins Assistant cook Assistant cook Alice Robbins Assistant cook Mettie Ohde Assistant cook Mettie Ohde Assistant cook Mettie Ohde Assistant cook Mettie Ohde Assistant cook Mettie Ohde Assistant physican M. K. Green First assistant physician M. J. Greenfield Upholsterer Competitive M. K. Green M. K. Green First assistant physician J. Mary Sauthoff Second assistant physician J. W. S. Osborn Third assistant physician J. A. C. Nordvi Druggist Annie I. Oliver Mary Sauthoff Second assistant physician J. Mary Sauthoff Pathologist A. C. Nordvi Druggist Annie I. Oliver Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Mary Sauthoff Assistant supervisor Mary Sullivan Mary Sauthoff Assistant supervisor Mary Sullivan Mary Sauthoff Assistant supervisor Mary Sullivan Mary Sauthoff Assistant carpenter M. J. Harris Carpenter M. J. Harris Carpenter M. J. Harris Carpenter M. J. Hughes Assistant engineer M. J. Hughes Assistant engineer M. J. Hughes Assistant engineer M. J. Hughes Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Arthur Andrews Labor. F. N. Adams August Dobrick Night wateh Night wateh		Non-Competitive.	
Ida Zielke			
Pauline Busch. Oors Bosselmann Assistant cook Gertrude Beasley Assistant cook Gertrude Beasley Assistant cook Assistant cook Flora Good Marie Kast. Assistant cook Annie Mathias Assistant cook Assistant cook Annie Mathias Assistant cook Assistant cook Annie Mathias Assistant cook Assistant cook Cook Fredericka Engen. Assistant cook Annia Coox Annia Coox Annia Coox Annia Coox Annia Coox Assistant cook Annia Coox Annia Coox Assistant cook Annia Coox Assistant cook Annia Coox Assistant cook Annia Coox Assistant cook Alice Robbins. Assistant cook Alice Robbins. Assistant cook Assistant cook Alice Robbins. Assistant cook Arthur Nebel. Barber H J. Greenfield. W. J. Greenfield. W. S. Osborn. Third assistant physician. I W. S. Osborn.			
Assistant cook Gertrude Beasley Assistant cook Plora Good Assistant cook Marie Kast Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Olga Scherbel Cook Predericka Engen Assistant cook Anna Cox Assistant cook Anna Cox Assistant cook Anna Cox Assistant cook Anna Cox Assistant cook Assistant cook Anna Cox Assistant cook Assistant cook Assistant cook Alce Robbins Assistant cook Alce Robbins Assistant cook Alce Robbins Assistant cook Alce Robbins Assistant cook Alce Robbins Assistant cook Alce Robbins Assistant cook Alce Robbins Assistant cook Arthur Nebel Barber Pat Walsh Butcher H. J. Greenfield Upholsterer Competitive. M. K. Green Alge Robbins Assistant physician August Sauthoff Second assistant physician I Mary Sauthoff Pathologist Annie I. Oliver Matron Filzabeth Paust Stenographer Helen F. Rayrs Industrial teacher Geo. S. Hanson Supervisor Ass. S. Smith Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant carpenter Ww. T. Harris Carpenter Ww. T. Harris Carpenter Ww. T. Harris Carpenter Ww. T. Harris Carpenter Ww. T. Harris Carpenter Ww. T. Harris Carpenter Ww. T. Harris Carpenter Ww. M. Ormond Fireman Fireman Fireman Fireman Henry Andrews Fireman Fire	Pauline Busch		
Gertrude Beasley Assistant cook Plora Good Assistant cook Marle Kast. Assistant cook Assistant cook Marle Kast. Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Diga Scherbel Cook Assistant cook Diga Scherbel Cook Assistant cook Millie Burnham Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Mary Dippolt Assistant cook Assistant cook Assistant cook Mettie Ohde Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant physician District Competitive Martin Cook Assistant District Cook District	A 3 73 A		
Marie Kast. Annie Mathias Annie Mathias Annie Mathias Annie Mathias Annie Mathias Annie Mathias Annie Mathias Annie Mathias Annie Mathias Assistant cook Cook Assistant cook Millie Burnham Anna Cox Assistant cook Mary Dippolt Assistant cook Mary Dippolt Assistant cook Mary Dippolt Assistant cook Mathias Mary Dippolt Assistant cook Mathias Assistant cook Mettie Ohde Assistant cook Mettie Ohde Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Clara Shelton Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Mary Nallon Mary Sauthoff Ac C Nordvi Annie I Oliver Matron Flizabeth Fauat Helen F. Earys Industrial teacher. Geo. S. Hanson Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant cook Assistant cook Assistant supervisor Assistant cook Assistant cook Assistant supervisor Assistant cook Assistant cook Assistant supervisor Assistant cook Assistant cook Assistant supervisor Assistant cook Assistant cook Assistant supervisor Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant supervisor Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant supervisor Assistant cook A	Gertrude Beasley	Assistant cook	
Annie Mathias Jasistant cook Julia Sullivan Assistant cook Cook Predericka Engen. Assistant cook Millie Burnham Assistant cook Assistant cook Anna Cox Assistant cook Assistant physician Trivial Assistant physician Druggist Assistant Cook Trivial Assistant physician Druggist Assistant physician Druggist Assistant physician Druggist Druggi	36 - 1 - 77 - 4		
Olga Scherbel. Fredericka Engen. Millie Burnham. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Alice Robbins. Assistant cook. Alice Robbins. Assistant cook. Assistant physician. I problem Competitive. Competitive. Competitive. M. K. Green. First assistant physician. I physician.		Assistant cook	
Fredericka Engen Millie Burnham Assistant cook Anna Cox Anna Cox Mary Dippolt Assistant cook Mettie Ohde Assistant cook Mettie Ohde Assistant cook Mettie Ohde Assistant cook Assistant cook Mettie Ohde Assistant cook Assistant physician Durche M. K. Green Assistant physician Donetitive M. K. Green Assistant physician Donetitive M. S. Osborn Third assistant physician Third assistant physician Third assistant physician Third assistant physician Third assistant physician Third assistant physician I pathologist Donetitive M. S. Osborn Third assistant physician I pathologist Druggist Annie I. Oliver Annie I. Oliver Annie I. Oliver Matron Supervisor Matron Supervisor Supervisor Assistant supervisor Assistant supervisor Assistant supervisor Assistant supervisor Baker M. J. Hughes Assistant supervisor Baker Carpenter Assistant carpenter Competitive Matron Supervisor Assistant supervisor Assistant supervisor Assistant supervisor Assistant carpenter Competitive Assistant cook Assistant cook Assistant engineer Assis			
Anna Cox. Mary Dippolt. Assistant cook. Mettie Ohde. Assistant cook. Mettie Ohde. Assistant cook. Mettie Ohde. Assistant cook. Assistant perlipher. Industrial casher. Supervisor. Assistant physician. Industrial teacher. Supervisor. Supervisor. Assistant supervisor. Supervisor. Assistant supervisor. Supervisor. Assistant supervisor. Baker. M. A. Sanders. Supervisor. Assistant supervisor. Baker. M. T. Harris. Carpenter Assistant supervisor. Baker. Carpenter Assistant carpenter. Clarence Willis. Engineer Industrial teacher. Assistant carpenter. Carpenter Assistant carpenter. Carpenter Assistant carpenter. Freman.			
Mary Dippolt. Filzabeth Nebel. Mettie Ohde. Mettie Ohde. Assistant cook. Mettie Ohde. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Assistant cook. Clara Shelton. Assistant cook. Barber Pat Walsh. Butcher Upholsterer Competitive. M. K. Green. First assistant physician. August Sauthoff. Second assistant physician. Mery Soborn. Third assistant physician. Mery Sauthoff. A. C. Nordvi. Annie I. Oliver. Matron. Elizabeth Faust. Strongrapher Helen F. Eayrs. Geo. S. Hanson. Jas. S. Smith. Assistant supervisor. Assistant supervisor. Mary Sullivan. Assistant supervisor. Mary Sullivan. Assistant supervisor. Assistant engineer. Labor. F. M. Adams. August Dobrick. Night watch. Night watch. Night watch.	Millie Burnham		
Elizabeth Nebel Assistant cook Mettie Ohde Assistant cook Assistant cook Alice Robbins Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Barber Pat Walsh Barber Butcher Upholsterer M. K. Green Pat Walsh Butcher Upholsterer M. K. Green First assistant physician Decompositive Method Assistant physician Decompositive Method Assistant physician Decompositive Method Assistant physician Decompositive Method Assistant physician Decompositive Method Assistant physician Decompositive Method Assistant physician Decompositive Method Assistant physician Decompositive Method Assistant physician Decompositive Method Assistant Decompositive Method Assistant Decompositive Method Assistant Supervisor Assistant supervisor Assistant supervisor Assistant supervisor Assistant supervisor Assistant Supervisor Super			
Alice Robbins. Clara Shelton Arthur Nebel. Barber Pat Walsh H. J. Greenfield M. K. Green August Sauthoff. August Sauthoff. W. S. Osborn. Mary Sauthoff. Annel I. Oliver Belizabeth Faust. Helen F. Eayrs Jas. S. Smith Assintant supervisor Mary Sullivan A. A. Sanders Mary Sullivan Buser Mary Sullivan A. Sanders Mary Sullivan A. Sanders Mary Sullivan A. Sanders Mary Sullivan A. Sanders Mary Sullivan A. Sanders Mary Sullivan A. Sasistant supervisor M. A. Sanders Mary Sullivan John Elchmann Baker W. T. Harris Carpenter Assistant carpenter Clarence Willis Finglineer Clarence Willis Bassett Fireman C. R. Bassett Fireman August Braatz Gardener Wm. R. Lee Laundryman Arthur Andrews Painter Labor. Night watch Night watch Night watch Night watch Night watch Night watch	Elizabeth Nebel	Assitant cook	
Clara Shelton			
Pat Walsh. H. J. Greenfield. Butcher Upholsterer Competitive. M. K. Green. August Sauthoff. Second assistant physician. Third assistant physician. I Mary Sauthoff. Pathologist. A. C. Nordvi. Annie I. Oliver. Matron Elizabeth Faust. Geo. S. Hanson Jas. S. Smith. Assistant supervisor. Jas. S. Smith. Assistant supervisor. Mary Sullivan. John Elehmann. Baker. W. T. Harris. Carpenter M. J. Hughes. John F. Murphy. Assistant carpenter. Clarence Willis. Engineer John F. Murphy. Assistant engineer. Mike Toban. Assistant engineer. L. H. Beasley. Fireman Fireman Fireman George Zech. Fireman Wm. M. Ormond. Fireman Fireman George Zech. Fireman Fireman Henry Andrews. Laundryman Henry Andrews. Laundryman Assistant mason, per day. Labor. Night watch. Night watch. Night watch. Night watch. Night watch.	Clara Shelton	Assistant cook	
M. K. Green Competitive. M. K. Green First assistant physician Second assistant physician Second assistant physician Pathologist Pathologist Pathologist Pathologist Pathologist Pruggist Marron Student Faust Strongrapher Industrial teacher Second Second Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor Mary Sullivan Assistant supervisor Supervisor Mary Sullivan Assistant supervisor Superv	T) - A TTY 1 1		
M. K. Green First assistant physician 1 August Sauthoff Second assistant physician 1 W. S. Osborn Third assistant physician 1 Mary Sauthoff Pathologist Pathologist Pathologist Pathologist Annie I. Oliver Matron Stenographer Helen F. Eayrs Industrial teacher Geo. S. Hanson Supervisor Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant supervisor Mary Sullivan Assistant carpenter Clarence Willis Engineer M. J. Hughes Assistant carpenter Clarence Willis Engineer Mike Toban Assistant engineer Fireman Frieman Emil Bosselmann Frieman Frieman Emil Bosselmann Frieman George Zech Fireman Frieman George Zech Fireman Laundryman Henry Andrews Laundryman Henry Andrews Laundryman Mason. Assistant mason, per day Arthur Andrews Painter Night watch Frank Horn Night watch			
August Sauthoff Second assistant physician I W. S. Osborn. Third assistant physician. I Third assistant physician. I Mary Sauthoff Pathologist. A. C. Nordvi. Druggist Matron Elizabeth Faust Stenographer Industrial teacher. Succession Successi		Competitive.	
August Sauthoff Second assistant physician I W. S. Osborn. Third assistant physician. I Third assistant physician. I Mary Sauthoff Pathologist. A. C. Nordvi. Druggist Matron Elizabeth Faust Stenographer Industrial teacher. Succession Successi	M. K. Green	First assistant physician	1
Mary Sauthoff. A. C. Nordvi A. C. Nordvi Annie I. Oliver Elizabeth Faust Helen F. Eayrs Geo. S. Hanson Jas. S. Smith A. Sanders Mary Sullivan John Elchmann John Elchmann John Elchmann John Elchmann John F. Harris Carpenter Clarence Willis Fingher John F. Murphy Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer L. H. Beasley Fireman Fireman Emil Bosselmann Fireman George Zech August Braatz Gardener Wm. R. Lee Laundryman Henry Andrews Engvold Bolstad Mason Arthur Andrews Painter Labor. Night watch August Dobrick Night watch Night watch	August Sauthoff	Second assistant physician	1
A. C. Nordvi. Annie I. Oliver Elizabeth Faust Helen F. Eayrs Geo. S. Hanson Jas. S. Smith A. Sasistant supervisor M. A. Sanders Mary Sullivan John Eichmann W. T. Harris Carpenter M. J. Hughes Clarence Willis John F. Murphy Assistant engineer Mike Toban Assistant engineer L. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Fired Helen August Dobrick Frank Horn Night watch Night watch Night watch Night watch Night watch Night watch Night watch	Mary Sauthoff		•
Elizabeth Faust Helen F. Eayrs Geo. S. Hanson Jas. S. Smith A. Sanders M. A. Sanders Mary Sullivan John Elchmann Baker W. T. Harris Carpenter M. J. Hughes Clarence Willis John F. Murphy Assistant engineer John F. Murphy Assistant engineer C. R. Bassett H. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Henry Andrews Engvold Bolstad Ole Thompson Assistant mason, per day Arthur Andrews Frank Horn Night watch Night watch Night watch Night watch Night watch	A. C. Nordvi	Druggist	
Helen F. Eayrs Geo. S. Hanson Jas. S. Smith M. A. Sanders Mary Sullivan John Elchmann W. T. Harris Clarence Willis John F. Murphy Mike Toban C. R. Bassett L. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Fireman Henry Andrews Engvold Bolstad Ole Thompson August Dobrick Frank Horn Firen Industrial teacher Supervisor Assistant supervisor Raker Carpenter Assistant supervisor Assistant supervisor Raker Engineer Assistant carpenter Assistant carpenter Fingineer Assistant engineer Assistant engineer Assistant engineer Fireman Fireman Fireman George Zech Fireman August Braatz Gardener Laundryman Laundry	Elizabeth Faust	Stenographer	,
Jas. S. Smith. M. A. Sanders Mary Sullivan. John Elehmann. W. T. Harris. Clarence Willis. John F. Murphy Mike Toban. C. R. Bassett. Emil Bosselmann Emil Bosselmann Wm. M. Ormond George Zeeh. August Braatz Henry Andrews. Engvold Bolstad Ole Thompson Arthur Andrews August Dobrick August Dobrick August Dobrick August Dobrick August Dobrick August Dobrick August Strant August Dobrick August Dobrick August Dobrick Night watch Night watch Night watch Night watch	Helen F. Eayrs	Industrial teacher	
Mary Sullivan John Eichmann W. T. Harris. Clarence Willis. John F. Murphy Mike Toban L. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Henry Andrews Engvold Bolstad Ole Thompson Arthur Andrews Frank Horn Sasistant Supervisor Assistant supervisor Baker Carpenter Assistant carpenter Engineer Assistant engineer Fingineer Assistant engineer Fireman Fireman Fireman Gardener Laundryman Laundryman Laundryman Laundryman Fingvold Bolstad Mason Ole Thompson Arthur Andrews Fireman Arthur Andrews Fireman Cardener Laundryman Laundryman Laundryman Laundryman Fireman Assistant mason, per day Painter Labor. Labor.	Jas. S. Smith		•
John Eichmann. W. T. Harris. Carpenter M. J. Hughes. Clarence Willis. John F. Murphy Assistant carpenter. Assistant carpenter. Engineer Assistant engineer Assistant engineer Assistant engineer Assistant engineer Fireman Fireman Fireman Fireman George Zech. Fireman George Zech. Fireman Gardener Wm. R. Lee. Henry Andrews. Engvold Bolstad Ole Thompson. Arthur Andrews. F. N. Adams. August Dobrick. Night watch. Night watch. Night watch. Night watch.	M. A. Sanders	Supervisor	
M. T. Harris M. J. Hughes Clarence Willis John F. Murphy Mike Toban C. R. Bassett L. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Wm. R. Lee Henry Andrews Engvold Bolstad Ole Thompson Arthur Andrews F. N. Adams August Dobrick Frank Horn Carpenter Assistant carpenter Engineer Assistant engineer Engineer Fireman Fireman Fireman Gardener Laundryman Laundryman Laundryman Laundryman Mason Night watch Night watch Night watch Night watch	John Eichmann.	I ==	
Clarence Willis John F. Murphy Mike Toban C. R. Bassett L. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Wm. R. Lee Henry Andrews Engvold Bolstad Ole Thompson Arthur Andrews F. N. Adams August Dobrick Frank Horn Engineer Assistant engineer Assistant engineer Fireman Fireman Fireman Gardener Laundryman Laundryman Laundryman Mason Ole Thompson Assistant mason, per day Painter Labor. Night watch Night watch Night watch Night watch	W. T. Harris	Carpenter	
John F. Murphy Mike Toban. C. R. Bassett L. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Wm. R. Lee Henry Andrews Engvold Bolstad Ole Thompson Arthur Andrews F. N. Adams August Dobrick August Dobrick Frank Horn Assistant engineer Assistant engineer Assistant engineer Fireman Fireman Fireman Gardener Laundryman Laundryman Laundryman Mason Assistant mason, per day Painter Labor. Kight watch Night watch Night watch Night watch	M. J. Hughes	1	
C. R. Bassett L. H. Beasley Emil Bosselmann Wm. M. Ormond George Zech August Braatz Wm. R. Lee Henry Andrews Engvold Bolstad Ole Thompson Arthur Andrews Fireman Gardener Laundryman Laundryman Laundryman Mason Assistant mason, per day Painter Labor. F. N. Adams August Dobrick August Dobrick Frank Horn Night watch Night watch Night watch	John F. Murphy	Assistant engineer	
L. H. Beasley. Emil Bosselmann Wm. M. Ormond. George Zech. August Braatz. Wm. R. Lee. Henry Andrews. Engvold Bolstad Ole Thompson. Arthur Andrews. F. N. Adams. August Dobrick. Frank Horn. Fireman Fireman Gardener Laundryman Laundryman Laundryman Mason. Assistant mason, per day Painter Labor. Night watch. Night watch. Night watch. Night watch.	Mike Toban		
Wm. M. Ormond George Zech. August Braatz. Wm. R. Lee. Henry Andrews. Engvold Bolstad Ole Thompson. Arthur Andrews F. N. Adams. August Dobrick. Frank Horn. Fireman Gardener Laundryman Laundryman Mason. Assistant mason, per day Painter Labor. Night watch. Night watch. Night watch. Night watch. Night watch.	L. H. Beasley	Fireman	
George Zech. August Braatz. Wm. R. Lee. Henry Andrews. Engvold Bolstad Ole Thompson. Arthur Andrews. F. N. Adams. August Dobrick. Frank Horn. Fireman Gardener Laundryman Laundryman Mason. Assistant mason, per day. Painter Labor. Night watch. Night watch. Night watch. Night watch.	Emil Bosselmann		
Wm. R. Lee. Henry Andrews. Engvold Bolstad Ole Thompson. Arthur Andrews. F. N. Adams. August Dobrick. Frank Horn. Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Laundryman Mason. Night wason, per day Painter Labor.	George Zech	Fireman	
Henry Andrews Engvold Bolstad Ole Thompson Arthur Andrews F. N. Adams August Dobrick Frank Horn Laundryman Mason Mason Assistant mason, per day Painter Labor Night watch Night watch Night watch Night watch	August Braatz	1	
Engvold Bolstad Ole Thompson Arthur Andrews F. N. Adams August Dobrick Frank Horn Mason Assistant mason, per day Painter Labor. Night watch Night watch Night watch Night watch	Henry Andrews		i
Arthur Andrews. Painter Labor. F. N. Adams. August Dobrick. Frank Horn. Night watch. Night watch. Night watch. Night watch.	Engvold Bolstad	Mason	
F. N. Adams	Arthur Andrews	Painter	
August Dobrick		Labor.	
August Dobrick	F. N. Adams	Night watch	
	August Dobrick	Night watch	
The same of the sa	Frank Horn	Night watch	

STATE HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	Compensation.
	Labor.	•
red Shaefer	Night watch	32 0
L. Shuemaker	Night watch	28 0
litred Watson		26 0
athryn Kauten	Night watch	22 0
ise Shuemaker	Night watch	25 0
gnes Sullivan	Night watch	22 0
Tracey		22 0
. D. Burnham	Porter	25 (
ohn Dippoit		30 (
t Muliarkey	Cowman	30 (
lix Kearney	Drayman	25 (
H. Robbins	Assistant gardner	30 (
na Johnston	Laundress	16 (
ara Leindorf		18 (
ra Marquardt	Laundress	16 (
ugda Maack	Laundress	16 (
ilie Mupphy	Laundress	20 (
ma Scherbel	Laundress	18 (
vuis Scheppler		45 (
mes Welsh		25 (
ank Beetow	Farmer	30 (
lie Jensen	Seamstress	19 (
ephine Murphy	Seamstress	19 (
bert Beetow	Teamster	25 (
beodore B. Ottum	Teamster	25 (
rick Scoor	Teamster	25 (
tto Trepish	Teamster	25 (

WISCONSIN STATE PRISON.

Henry Town	Exempt. Stenographer	
	Exempt. Stenographer	<u> </u>
C. H. Sahraadar	Stenographer	
C U Cabroador		
Rev. S. J. Dowling	Chaplain, general	ĺ
Rev. C. I. Andrews	Protestant chaplain	
Rev. J. P. Franke	Lutheran chaplain	
	Non-Competitive.	
J. N. Baumel	Deputy warden	
•	Competitive.	
Guy Taft	Assistant deputy warden	
G. A. Benson	Record clerk	
Ben J. P. Kramer Dr. L. R. Sleyster	Assistant clerk	
Henry Meenk	Keeper cellroom	
W. A. Yarham	Keeper cellroom	
F. L. BealFrank Mashek	Keeper cellroom	
T. R. Pepowski	Keeper knitshop	
A. L. Penfield	Keeper knitshop	
J. P. Mattingly	Keeper knitshop	
W. T. Coyle W. A. Dempsey	Keeper knitshop	
John De Vos	Keeper knitshop	
William Brenaman	Keeper knitshop	
W. D. Graves	Keeper knitshop	
E. D. Saxton	Keeper knitshop	
W. C. Fuller	Keeper Laundry.	
F. H. Binway	Keeper, special	
A. T. Aalbers	Keeper tailorshop	
Robert Hadfleld	Assistant engineer	
W. H. McBainB. E. Sigler	Night engineer	
W. A. Bayley	Storekeeper	
Thomas Green	Supt. of construction	
Louis Peterson	Night captain	
Adam LawrencePaul Huntzinger	Guard, cellroom	
F. A. McElroy	Guard, cellroom.	
C. J. Dahl	Guard, office	
Carl Eck	Guard, hospital	
C. H. Lindsley	Guard, hospital	
A. A. Sunne	Guard, office	

WISCONSIN STATE PRISON—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive Class.	
B. W. Harney	Wall guard.	60 00
- UDMAR PHYARII	Wall guard	60 0 0
TATOLY Seeley	Guard	60 CO
· D Smith	Wall guard	60 CO
41. G. Raker	Keeper	65 00
* A. Kelly	Guard	55 0 0
W. F. ROCKHIII	Farm superintendent	75 00
. J. Hinkamp	Guard	65 00
Luer Heath	Guard, quarry	00 00
"ames Keough	Guard, new wall	60 0 0
. L. Zweiger	Guard, new wall	62 50
W. K. Eagleberger	Director of band	
C. A. Pettibone	Translator	8 00
Mrs. M. H. Schilling.	Matron	50 00
Mrs. H. Zastrow.	Assistant matron	20 00
Miss Allie De Vos	Organist, services	50
J. M. Lynn.	Guard, office	5 5 0 0
P. W. Moul.	Guard	6 5 00
Dr. W. P. Smith	Physician	150 00

HOME FOR THE FEEBLE MINDED.

Name.	Position.	Co pen tio
	Unclassified.	
A. W. Wilmarth	Superintendent	\$2
	Exempt.	
Belle B. Saxton	Stenographer	
	Non-Competitive.	
C. C. Hayward	Assistant steward	
James Agnew	Attendant	1
Ernest Cyr	Attendant	į
Walter Douglas	Attendant	4
Carl Hanson	Attendant	i
Hanson Hilton	Attendant	2
P. W. Justman	Attendant	ļ
Terrence J. Knight	Attendant	•
Patrick Murphy	Attendant	1
Claude Myre	Attendant	•
Patrick O'Rourke	Attendant	ļ
R. C. Raymond	Attendant	i
Albert Smith	Attendant	Ì
Norman Scott	Attendant	
Joseph Trepannier	Attendant	•
Maude E. Britton	Attendant	•
Jessie Bergum	Attendant	1
Henrietta Borgenheimer	Attendant	1
Louise Baumgartner		1
Genevieve Butters	Attendant	,
Mrs. Anna Baker	Attendant	[
Mary Corsten	Attendant	
Nellie Carpenter.	Attendant	1
Dagmar Christenson	Attendant	
Anna Dallman Nina Douglas	Attendant	
Edna Dieke	Attendant	1
Ella Erickson	Attendant	İ
Helda Elland	Attendant	1
Celia Erd	Attendant	2
Lulu Fox	Attendant	i
Bessie Fiske	Attendant	
Louise Gebhard	Attendant	
Marta Goecks	Attendant	ľ
Lora Hicks	Attendant	
Lena Hobbs	Attendant	
Emma Justman	Attendant	
Mabel Jones	Attendant	
Mabel Keeney	Attendant	
Annabel Klofanda	Attendant	
Hattie Kees	Attendant	
Blanche Klund	Attendant	
	·	

:6

FOR THE FEEBLE MINDED—Continued.

·	Position.	Compensation.
	Non-Competitive.	
	Attendant	26 (
	Attendant Attendant	21 (26 (
	Attendant	25 (
• • • • • • • • • • • • •	Attendant	21 (
• • • • • • • • • • • • •	Attendant	:6 (
• • • • • • • • • • • •	Attendant	21 (27 (
	Attendant	23
• • • • • • • • • • • • • • • • • • • •	Attendant	23 (
• • • • • • • • • • • • • • • • • • • •	Attendant	25 (
	Attendant	21 (23 (
	Attendant	29
•••••	Attendant	21
• • • • • • • • • • • • •	Attendant	:6
• • • • • • • • • • • • • • • • • • • •	Attendant	21 (
• • • • • • • • • • • • • •	Attendant	21 (25 (
	Attendant	26
	Attendant	25
	Attendant	23 (
• • • • • • • • • • • • • • • • • • • •	Attendant	25 (
• • • • • • • • • • • • • • • • • • • •	Attendant	23 (21 (
	Attendant	21 (25 (
	Attendant	25
• • • • • • • • • • • • • • • • • • • •		25 (
• • • • • • • • • • • • • • • • • • • •		25
• • • • • • • • • • • • • • • • • • • •	4440-1-4	25 (26 (
• • • • • • • • • • • • • • • • • • • •	A A A = -1 = -A	25 25
••••••	Attendant	= = =
• • • • • • • • • • • • • • • • • • • •		21
• • • • • • • • • • • • • • • • • • • •	A 4 4	21
	A A A = 3 = A	27 (21 (
	A A A 3 A	25
• • • • • • • • • • • • • • • • • • • •	Attendant	26
• • • • • • • • • • • • • •		26
• • • • • • • • • • • • •	Assumdans	26 (28 (
•••••••	Destables	26 45
•••••	Attendant	26
• • • • • • • • • • • • • • • • • • • •		23
• • • • • • • • • • • • • • • • • • • •	AAA am 3 am A	21
••••••••••	Attomitoms	25 (26 (
••••••••••	AAAaaaliaaa	
••••••	Attendant	29 (
• • • • • • • • • • • • •		26 (
•••••		22 (
• • • • • • • • • • • • • • • • • • • •	Attendant	26 (
	Competitive Class.	
••••••		125
• • • • • • • • • • • • • • • • • • • •	Clerk	30 (
•••••		85 (
	Matron Matron	40 (45 (

HOME FOR THE FEEBLE MINDED-Continued.

Name.	Position.
	Competitive Class.
ennetta McCoc	Matron
sie Hazen	Matron
ra, W R Taylor.	Tencher, principal
dna Woolsten	Teacher, kindergarten
Ba Kusche	Teacher, primary
arguerite Pul	Teacher
retta E Dalton	Tencher
rs W H Broonks	Teacher Stord
argaret Reed.	Teacher, Sloyd
mma C. Johnson	Teacher, Att
rthur Smith	Teneber
die E Bryan W Cartwright	Tracker
W Cartwright	Tencher, band
A Gaynor	Teacher, training
ernt Dubley, at Burke	Mason, per day
A Froat	Second assistant physician
Bohnert ,	Mason per day
. W Busch	Curpepter
toul Mereler	Avstriant carpenter
ohn Mitchell	Fugineer assistant
Mahoney rank E Titus	Fugineer assistant
ctor Boucher	Fig. neer assistant
barles Gase	Fireman
FORF Harrison	Fariger
ichard Grant	Mason, per day
an Ermitinger	Mason, per day
lphonse Valifquett,,	Mason, per day
artia Peterson .	Carpenter assistant, per day
	Carpenter assistant, per day
Williams, , .	De nies per Jes
d Barrett	Painter, per day
Tablet	Painter, per day
J Busch	Shoemaker Tinner, per day.
	Labor.
fred Parent.	Laborer, per day
fired Parent	Laborer, per day
ous Altman	Laborer, per day
yril Lancour	Laborer, per day
alter Kurth	Laborer, per day
ert Michaed . ve Connell .	Dalryman Farmer assistant
tephen Duppen	Partier assistant
A 36	Farmer assistant
anuel Hearb	Farmer assistant
rank Redman	Partner sasistant
corge Mathews	Farmer pasistant

HOME FOR THE FEEBLE MINDED—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	
Jens C. Peterson	Farmer assistant	43 00
See Fillott	Laundress	27 00
Zalie Patterson	Laundress	26 00
TTUP KANA	Laundress	29 00
.TV M. Cornella	Laborer, per day	3 2
Sallus Gonvea	Laborer, per day	1 8
Sie Gunderson	Laborer, per day	3 2
Seier Trepannier	Laborer, per day	1 8
T.d. Moore	Laborer, per day	1 8
Thomas Duncan	Laborer, per day	1 8
Herman Loucell	Laborer, per day	1 8
George Brewster	Laborer, per day	3 2
Wm. Hanson	Laborer, per day	2 0
Wm. McDonald	Laborer, per day	1 8
Leo Lebkie	Laborer, per day	1 8
Louis Toutant	Laborer, per day	2 00
Joseph Hall	Laborer, per day	1 8
Joseph Crowley	Night watch	44 00
Hans Karlsrud	Teamster	45 00

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS.

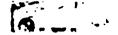
Name.	Position.	Com- pensa- tion.
	Unclassified.	
A. J. Hutton	Superintendent	\$208 37
	Exempt.	
Cora Kaul	Stenographer	30 00
	Non-Competitive.	
C. F. Salladay. Mrs. C. E. Salladay. L. F. Murphy.	Cook Assistant cook Assistant superintendent	40 00 25 00 100 00
	Competitive.	
Joseph Ham. Eugene Marks. Raymond Maunders. A. L. Andree. A. A. Grover. J. B. Schook.	Baker Baker, per week Baker Carpenter Engineer Assistant engineer	80 00 5 00 40 00 70 00 85 00 50 00
J. O. Klatt	Night engineer	60 0

WISCONSIN INDUSTRIAL SCHOOL FOR BOYS-Continued.

Name.	Position.	Compensation.
	Competitive Class.	
. G. Brooks	Teacher	50 00
T. Eaton	Teacher	40 00
D. Booth	Teacher, band	65 00
W. Owens	Teacher	50 00
E. Bryant	Printer	60 00
. C. Berard	Teacher	5 0 00
. E. Phillips	Bookkeeper	60 00
O. Neff	Painter	60 00
C. Assmann	Teacher	50 00
rs. F. G. Brooks	Matron	25 00
rs. E. T. Eaton	Matron	20 00
elen Bowen Booth	Teacher	30 00
ary Borsheimer		25 00 25 00
rs. D. E. Bryantrs. Belle Philip	Matron	25 00 25 00
rs. H. E. Philip	Matron	25 00
annah Assmann	Matron	20 00
rs. E. C. Assmann	Matron	26 00
essie Ross.	Matron	18 00 <
G. Fowler	Farmer	50 00 <
m. Burmeister	Gardner	245 00 ◀
rs. A. J. Hutton	Matron	41 74 =
scar Lindholm	Teacher, manual training	50 00
. J. Waterman	Teacher, music	50 00mm
. B. Noble	Physician	40 00mm
. H. Froemming	Teacher, principal	100 00
erman Thiele	Shoemaker	50 00
O. Beitz	Tailor	65 0
enrietta Haynes	Teacher	45 00
O. Cargill	Teacher	50 O
earl Richards	Teacher	30 0
aul Stollberg	Teacher, Sloyd	50 0
J. Johnson	Laundryman	66 0
	Labor.	
ary Bovd	Boy's D. R.	55
enry Winchell	Yard.	45 -
rs. Kitty Koll	General work	20
. T. Sullivan	General work	25 -
red Burmeister	General work	25 —
homas Davis	General work	35 —
ose Mulholland	Superintendent's rooms	20
arney Milton	Night watchman	50
rs. J. Ennisson	Officer dining room	2
elle Purvis.	Sewing room.	25
ilia Rayford	Reception room.	2

SCHOOL FOR THE BLIND.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
rown	Superintendent and steward	\$186 66
	Non-Competitive.	
Jones. Jones. eson ans phens i kn Grath innock. lingent regor ttle. t	Assistant steward Supervisor Physical culture teacher Piano teacher Vocal teacher Vocal teacher Orchestra teacher Tuning teacher Work teacher Work teacher Kindergartner Manual training teacher Literary teacher Literary teacher Literary teacher Literary teacher Cook Cook Visitor's attendant	40 90 25 00 40 00 35 00 40 00 40 00 40 00 40 00 40 00 40 00 25 00 25 01
	Competetive.	
nborn	Matron Housekeeper Fngineer Engineer Figernan Gardner	41 00 35 00 70 00 60 00 40 00
	Labor.	
offerion iy te iteen irke eon h nk ilmartin ithon resi k	Chambermaid Chambermaid Chambermaid Chambermaid Dining room girl Dining room girl Dining room girl Dining room girl Janitress Janitress Kitchen Kitchen Laundress Laundress Laundress Printer Seanatress	18 00 18 00 18 00 18 00 18 00 18 00 18 00 18 01 18 01 18 01 18 00 18 00 18 00 18 00



SCHOOL FOR THE DEAF.

Name.	Position.	Com pens: tion
E. W. Walker	Unclassified. Superintendent	\$188
N. M. Passage	Stenographer	33
F. D. Fiske Phillip B. Ling John McSweeney Mary Peterson Maude Manwaring Clara Hanson Jennie Lucy Elizabeth Campbell W. A. Cochrane W. F. Grav Warren Robinson Paul Lange H. A. Congdon Thomas Hagerty F. J. Neesam Almira I. Hobart Mary D. Fonner Frances E. Fowler Alice T. Coburn Stella A. Fiske Mary Williams Katherine Williams Clara M. Gregory Dora H. Lowe Matie E. Winston Elsie M. Steinke Fthelwen Hammond Clara Henderson Edith Fitzgerald Helen Waite Betsy Larsen Viola Harwood Katherine Williams	Non-Competitive. Assistant steward. Boys' supervisor. Butcher Superintendent's cook. Pupils' cook. Officers' cook Usher Assistant boys' superintendent. Teacher	604; 202 202 191 191 191 191 191 191 191 191 191 19
Mrs. F. W. Walker Tillie Cannon John Moore. Theo. Gilbert Walter Dunham G. W. Kirk Mayme Knight Flora Bierce. J. C. Fekert F. C. Larsen Louis Sheron.	Matron Assistant matron Engineer Assistant engineer Assistant engineer Baker Nurse Nurse Carpenter Printer Shoemaker	41 33 67 55 50 55 24 24 75 100

CHOOL FOR THE DEAF—Continued.

,	Position.	
	Labor.	
,	Watchman	32 00
	Barnman	30 00
	Laborer	30 00
	Seamstress	18 00
	Ironer	19 00
	Laundress	18 00
• • • • • • • • • • • • • • • • • • • •	Laundress	16 0 0
• • • • • • • • • • • • • • • • • • • •	Waitress	16 00
	Waitress	16 00
	Chambermaid	16 00
	Chambermaid	16 00

BLIC SCHOOL FOR DEPENDENT CHILDREN.

	Position.	Com- pensa- tion.
• • • • • • • • • • • • • • • • • • • •	Unclassified. Superintendent and steward Exempt.	\$ 150 00
ky	j	40 00
	Cook Cook Assistant steward. Competitive.	19 00 20 00 75 00
	Baker and cook Engineer. Farm supervisor Gardner Matron, general. Matron Matron Matron Matron Matron Matron Matron Matron Matron Murse Nurse Nurse	60 00 65 00 45 00 35 00 41 67 30 00 30 00 40 00 50 00 15 00 15 00

STATE PUBLIC SCHOOL FOR DEPENDENT CHILDREN—Contin

Name.	Position.	O per
•	Competitive Class.	
Margaret Bradley	Nurse	
Edna Kaudy	Nurse	
Fena Almwig	Nurse	
Grace Allen	Nurse	
Lillian GoodmansonZella Keiser	Nurse	
Nettle White	Nurse	
W. T. Sarles.	Physician	
A. F. Brandt	State agent	
E. F. Evans	State agent	
Hattle Kyhl.	Teacher	
Margaret Haight	Teacher	
Ethel Anderson	Teacher	
Esther Drescher	Teacher	
Deva Hopkins	Nurse	
Rudolph Fetting.	Painter	
Otto Summerfield	Fireman	
	Labor.	
Danning Wahana	Oh a su h a sus a 1.3	
Bernice Waters	Chambermaid	
Edna Jackson	Cottage girl.	
Madre Mickel		
Faye Mason	Chambermaid	
Faye Mason	Chambermaid Cottage girl Cottage girl Cottage girl	
Faye Mason	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl	
Faye Mason. Lena King	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl	
Madge Mickel. Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Tillie Johnson. Marthy Onackenbuch	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl	
Faye Mason. Lena King	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room.	
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Tillie Johnson. Martha Quackenbush. Bertha De Longe.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room.	
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillic Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room.	
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillie Johnson. Martha Quackenbush. Bertha De Longe. ('arl Hoffman. Harry Hackett. William Hoffman.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand	
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Tillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor	
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillic Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Tillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery. Bernice Waters.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery. Bernice Waters. Madge Mickel.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Tillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery. Bernice Waters. Madge Mickel. Anna Atteln.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery. Bernice Waters. Madge Mickel. Anna Atteln. Mary Wallace.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillic Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery. Bernice Waters. Madge Mickel. Anna Atteln. Mary Wallace. Nora Johnson. Clara Johnson.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Tillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery. Bernice Waters. Madge Mickel. Anna Atteln. Mary Wallace. Nora Johnson. Clara Johnson. Ruth Coburn.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Fillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattie Raymond. Lenora Avery. Bernice Waters. Madge Mickel. Anna Atteln. Mary Wallace. Nora Johnson. Chara Johnson. Ruth Coburn.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	I
Faye Mason. Lena King. Anna Kieffer. Mary Wallace. Anna Berkholtz. Pillie Johnson. Martha Quackenbush. Bertha De Longe. Carl Hoffman. Harry Hackett. William Hoffman. Herman Mathews. Hattle Raymond. Lenora Avery. Bernice Waters. Madge Mickel. Anna Atteln. Mary Wallace. Nora Johnson. Clara Johnson. Ruth Coburn.	Chambermaid Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Cottage girl Dining room Dining room Dining room Driver Farmhand Farmhand Janitor Laundress, per day Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour Laundress, per hour	I

GREEN BAY REFORMATORY.

Name.	Position.	Com- pensa- tion.
1	Unclassified.	
rton	Superintendent and steward	\$306 31
	Non-Competitive.	
ford	Assistant	125 00
engie	Bandmaster	8 00
orth	Choirmaster	10 00
nedale	Organist	5 00
	Competitive,	
mel	Physician	
7	Record clerk	55 0
	Poreman	86-0 57-0
k, Jr	Foreman Assistant foreman	70 0
	Kitchen overseet	85 0
	Engineer chief.	78 0
eg.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Night engineer	65 0
	Farmer	67 5
	Teacher guard	65 0 62 5
f	Teacher guard	80 0
gan	Teacher guard	60 0
P	Guard	00 0
<u> </u>	Guard	60 0 67 fs
neter.	Guard	55 O
Vod	Guard	60 0
·····	Night guard, captain	62 5
Migraria and a second	Night guard	55 0
ette	Clerk	65 0 45 8
ton.	Night guard	49 8
an .	Building superintendent	136 0
y	Overseer, granite	125 0
*** ** *****************	Plasterer	65 0
lley	Mason	65 0
mberisia	Guard	60 0 55 0
TI	Guard	55 O
89	Guard	55 0
PT	Guard	27 5
	Labor.	
oine	Rousemaid	25 C

TUBERCULOSIS SANATARIUM.

Name.	Position.	Co In per sa tion.
J. W. Coon	Unclassified. Superintendent.	\$106 as
Minnie Wilmot	Exempt. Stenographer	\$ 5 00
Frank Schoen. Ignace Castagna. Charles J. Stebbins. Henry Tickner. Timothy Hanley. Lena Wievel. Barbara Kroll.	Non-Competitive. Steward Orderly Orderly Orderly Chief cook Cook Cook	90 00 66 00 55 00
L. A. McConigal. R. J. C. Strong. Grace Holmes. Winifred Clifford. Emily Leidgen. Adah Evans. Kittie B. Williams. Owen McNulte. Otto Gum. C. A. Scott. Wm. R. Whalen. Philip Williams. Roy Coon. Edward Barkholtz. Frank C. Webber.	Competitive. Matron Assistant physician Head nurse Nurse Nurse Nurse Nurse Storekeeper Laundryman Chief Engineer Assistant engineer Night engineer Substitute Fireman Gardner	65 65 50 00 00 55 00 00 55 00 50 00 50 00 50 00 50 00 50 00
Marion Bowen Ross Baumann Ruth Heisre Ida Hoeppner Theresa Graf Alice Corbett Lydia Hermann Lillian Jones David Lewis Libby Murphy Edith Bowen Seni Schaick Edna Gerlach Edith Truesdell Louise Lange Annie Nabor Ella Lange	Labor. Seamstress Head waitress Waitress Waitress Waitress Waitress Waitress Waitress General work General work General work General work General work General work Laundress Laundress Laundress Laundress	20 01 18 00 17 00 17 00 17 00 17 00 20 00 18 00 17 00 17 00 17 00

TUBERCULOSIS SANATARIUM—Continued.

Name.	Position.	Compensation.
	Labor.	
Morgan Williams	Laborer, per hour	221/4
Lue Pugh	Laborer per hour	20
Nouthard.	Laborer per nour	20
donn Pugh	Laborer per hour	20
Alterman	laborer ver hour	20
John Grush.	Laborer per hour	20
roward Williams	l Laborer per hour	20
Ind Nostetter	: Laborer ver hour	20
dack Gorman	Laborer per hour	20
Arthur Davis	Laborer per hour	20

WORKSHOP FOR THE BLIND.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
Gear Kustermann	Overseer	\$112 00
William Schroeder. Mehael Zanna	Teacher	58 50 52 00
John Kohis	Teacher	52 00 52 00

INDUSTRIAL SCHOOL FOR GIRLS.

Name.	Position.	Com- pensa- tion.
Mary Berry	Unclassified. Superintendent	
	Competitive.	• • • • • • • • •
H. W. Foote. Peter James. H. K. Nutting. Nellie Warner.	Night watch Gardner Engineer Teacher	35 00 35 00 40 00 35 00
	Labor.	
Plorence M. Stacy	Seamstress	80 0 0

	•		
•			
		•	

INDEX.

ADVERTISING paid, essential	PAGE 15
AMENDMENTS recommended	24
ANDERSON, JOHN request to appoint denied	
APPLICANTS who may be rejected	
APPLICATIONS forms prescribed	243
number received during 3rd biennial period regulations governing	7 288
APPOINTING OFFICER defined	
APPOINTMENTS contrary to law, penalty for during biennial period. of laborers, rules governing. slative employes must be from suitable eligible lists. W. Burgett as deputy game warden, disapproved. porary, discussed.	238 82_181 284 201 29
CHITECTURAL DRAUGHTSMEN	
H, CONRAD F.	
BLY Ployes in service of	
governing	256 212
ployes have interest	207
NMENT OF DUTIES islative employes may be assigned to other duties than those examined for	

~	•	7	
•	41	de	1
4	"	we	w.

ATTENDANTS in hospitals position of; classified non-competitive	PAGI 8-9 17
ATTORNEY GENERAL, DEPARTMENT OF	
changes in service during biennial period	- 82 294
roster of	
opinion in re. C. S. Littlesynoptical index to opinions of, previously rendered 190	213
BANK EXAMINERS classification of	28
BANKING DEPARTMENT classification of bank examiners	2; 29(
roster of	200
BART, WILLIAM. F., transfer involving promotion denied	(.(
BENNETT, NEWTON A., employed as helper at heating plant	Q;
BLANCHARD, G. W., transfer of	65
BOARD OF AGRICULTURE changes in service of, during biennial periodroster of	83 31
BOARD OF CONTROL changes in service of, during biennial period	83 297
roster of	20
BOARD OF HEALTH changes in service of, during biennial period	90 302
roster of	304
BOARD OF IMMIGRATION changes in service of, during biennial period	91 312
BOARD OF NORMAL SCHOOL REGENTS changes in service of, during biennial period	9X 305
BOND may be required	244
BRIDGE, J. C., investigation of	5 8
BREITKREUTZ, IDA, transfer to railroad commission	35

¥		7			
•	.33	\boldsymbol{a}	0	10	
	11	w	C	J.	_

	
RIGGS, O. G., request for special examination denied	PAGE 39
ROUGHTON, C. E., affidavit of	28
BUREAU OF LABOR AND INDUSTRIAL STATISTICS changes in service of, during biennial period	92 303 44_45
BURGETT, W. W., temporary appointment disapproved	29
CAPITOL COMMISSION application of, for special helpers' examination denied application of, to appoint John C. White under sec. 17, para-	61-63
graph 2changes in service during biennial periodroster of	55 82 323
CARTER, THEDA request for transfer denied	67
CERTIFICATIONS of eligibles, law governing. of laborers, rules governing. rules governing.	284
CERTIFICATIONS OF PAY ROLLS claim of Edward Fess denied. claim of Newton A. Bennett denied. in cases of technical violation only. law governing.	70 108
CHANGES IN SERVICE Curing biennial period	
HAPLAINS in state penal and charitable institutions classified exempt	
IIEF EXAMINER, OF CIVIL SERVICE COMMISSION Powers and duties prescribed	
TIZENSHIP essential in competitive examinations	
CIVIL SERVICE defined. law	235

CIVIL SERVICE COMMISSION	PA
appropriation for	2
changes in service during biennial period	
compensation of officer and employes of	236
defined	99/
expenditures for local examiners	184_187
expenditures of, during year ending June 30, 1909	-04
expenditures of, during year ending June 39, 1910	183
how created	
may prescribe regulations minutes of meetings of	
powers of	
powers to classify	
president, duties and responsibilities of	• • • • • • • • • • • • • • • • • • • •
report of	
roster of	
rules of	260-286
salaries of commissioners, proposed amendment	
secretary of, powers and duties prescribed	201
CIVIL SERVICE COMMISSIONERS compensation of	236
compensation of	
CLAIMS	
of Edward Fess as game warden denied	70
of Daniel Hamilton commisses	3 1
of C. W. Rhodes	29 – 31
	•
CLARK, HARVEY	53
complaint of	
CLASSIFICATION application of state treasurer to classify position of night w	watch
exempt	UU-
application to classify night watch in office of state trea	surer 65
denied	
assistant photographer at university as of unclassified serv	vico a
assistant purchasing agent at university non-competitive.	1
attendants non-competitive	
authority of civil service commission to classify chief d	epuly 20
oil inspector	
bank examinersbookkeeper and assistant instructor in accounting at u	
sity as non-competitive	
changes in	_
chief clerk of fish commission exempt by law,	
classified service by rule	
coachman at executive residence as non-competitive	
dentists for occasional service non-competitive	• • • • •
designated employes of Wisconsin historical commission	
non-competitive ampleuse of state board of boalth, rendering require for for	adore 1
employes of state board of health rendering service for fe	
government as non-competitive	241-2
legislation extending merit system recommended	2 5
matron Chadbourne Hall non-competitive	

ATION—Continued.	PAGE
of positions in	79_80
er for university extension work as non-competitive	38
s in department of revisor of statutes as exempt by	01
of commission to classify	61 241
re required to classify as exempt	245
ion clerk at university as non-competitive	36
verning	260
y for legislative committee on industrial insurance as	
-competitive	51
y for legislative committee on insurance of bank depos-	
as non-competitive agent for commission of labor and industrial statistics.	51
s of	44_45 17
apher and statistican for university registrar as non-	1.
ipetitive	52
s employed at university as exempt	68
tendent of fisheries as in competitive class	225
ity photographer as of unclassified service	59
sitions may be included in non-competitve class	251
D SERVICE is of	244
ency of tenure of	81
f, law governing	252
verning	260
3.	
ion for reinstatement	55
ATION	
ıries)	20
TIVE CLASS	
of superintendent of fisheries	225
overningositions are included	262 246
Sitions are included	240
IVE EXAMINATIONS	
hip essential	242
••••	
held during third biennial period	7
onal, rules governing	280
ions governing.	290

(TS	
on the complaint of M. W. Waite	42
ens of Waupun concerning employes in prison	28 53
nam, Charles N., in re. state oil inspector	53 66
am, C. L., as oil inspector	33
anda, A. J	_34_35
son merchants relative to conduct of university purchas-	
agent	_65_67
er, Tony, relative to Milwaukee game wardens	62_63
23	

7	•	7	
•	M	A D	~
1	70	æ	L.

COMPLAINTS—Continued. of Pugh, William of Schell, F. W. of Tracy, Edward L., that candidates have had previous knowledge of examination questions	5 8 –5 9
CONTRIBUTIONS (see political service)	214 207
COURT DECISIONS 'ex rel. Wagner v. Dahl	228
DART, G. W. case of temporary appointment as game warden disapproved	50-52 49
DAIRY & FOOD COMMISSION changes in service of, during biennial period roster of	83 298
DENTISTS for occasional services, classified non-competitive	34
DUNHAM, CHARLES N. complaint of, in re. state oil inspector	66
EDUCATIONAL REQUIREMENTS	12
EDUCATION not always essential in examinations	12
EFFICIENCY in the service discussed	19
EFFICIENCY RECORDS essential	23 279
ELIGIBLE LISTS rules governing	274
ELIGIBILITY period of, fixed by law	246
ELIGIBLES total number during third biennial period	7 247
EMERGENCY APPOINTMENTS in penal and charitable institutions	245 248
EMPLOYE defined	235

TIONS tive, number held during third biennial period	PAGE
tive promotional, rules governing	280
onal requirements	12
ardens	14
ompetitive	248
appointments of temporary appointments	13
les governing	273
of former employers	14
for special examination denied	39
verning	272
held at all county seats	242
's of	
in, rules governing	273
RS	
y of	1-4
opropriation for	237
ons governing	289
'E DEPARTMENT	90.*
[297
CLASS	
ion to classify night watch in office of state treasurer	
ied	65
of positions in	
s exempt by law	245
s included by rule	261
s in department of revisor of statutes classified	61 220
of chief clerk of fish commissionverning	260 260
s employed at university	68
PURES	
service commission during year ending June 30, 1909	182
service commission during year ending June 30, 1910	
service commission for local examiners18	·l-187
N OF MERIT SYSTEM	
ended	25
FFICER AND MATRON	11
'ARD	
	70
31) 37 4	
EDNA st of Madison morehants relative to conduct of as pur-	
nt of Madison merchants relative to conduct of, as pursing agent62-63-	85 87
ing agent at university, status of	
	~~=
SHAL, DEPARTMENT OF,	
in service during biennial period	84
	312

FISHERIES, COMMISSION OF position of chief clerk exempt by law	
position of superintendent of fisheries classified competitive roster of	225 299
FORESTRY, DEPARTMENT OF	
changes in service of, during biennial period request for authority to appoint federal employes denied	68
roster of	299
FREE LIBRARY COMMISSION	
changes in service of, during biennial periodroster of	85 300
GALLOWAY, A. W.	
Transfer of	41
GAME WARDEN, DEPARTMENT OF	
application of Nels Johnson for rehearingapplication of C. S. Little	56 50 82
case of A. W. Gratz	47_57
case of George Kingsley	59
claim of Edward Fess denied	62_63
changes in service of, during biennial period	86 301
eligibility affected by residence discussed	217
examinations, statistics ofjurisdiction of civil service commission to investigate	205
Little, C. S., case ofrehearing of S. P. Richtman and Gus Kolb	65 55
rules governing certification	275
status of Conrad F. Asmuthstatus of Val Raeth	66 66
statute governing preparation of lists interpreted	209
temporary appointment of W. W. Burgett disapproved temporary appointments of Stone and Dartt disapproved	29 49
temporary appointments of Stone and Datte disapproved	••
GRAHAM, C. L. complaint of	33
GRATZ, A. W. case of	47-57
GRAY, WILLIAM request for special examination denied	39
GREEN BAY REFORMATORY changes in service of, during biennial periodroster of	106 345
GEOLOGICAL & NATURAL HISTORY SURVEY, DEPARTMENT changes in service during biennial period	T OF 89 324 262
moningis of stan classified available	

HARTLEY, C. J. transfer of	PAGE
HEARINGS to classify position of chief oil inspector to exempt position of night watch in state treasury	48-50 63-64
HENSEL, E. F., examination papers rerated	39
HISTORICAL LIBRARY COMMISSION changes in service of, during biennial period	91 61
HISTORICAL SOCIETY roster of.	303
HOME FOR FEEBLE MINDED changes in service of, during biennial period	107 336
HOOD, FRANK claim for services	37
HOWARD, MARY transfer of	50
INDUSTRIAL SCHOOL FOR BOYS changes in service of, during biennial period	116 339
INDUSTRIAL SCHOOL FOR GIRLS changes in service of, during biennial period	118 347
INSURANCE COMMISSION changes in service of during biennial period roster of	92 302
INVESTIGATIONS action on report of legislative investigating committee	56 57 56 205 50 58
OHNSON, NELS application for rehearing and reinstatement as game warden	56
INGSLEY, GEORGE application on behalf of	59

KLOFANDA, A. J. complaint of
LABOR CLASS defined
LABORERS for state capitol, rules governing selection
LEGISLATION IN PREVIOUS SESSIONS
LEGISLATIVE committee employes, in service of
LITTLE, C. S. case of
LIVE STOCK & SANITARY BOARD 312
LOCAL EXAMINERS appropriation for
LOCAL REGISTER OF LABORERS provided for by law
MACHINIST
MADISON MERCHANTS complaint of, relative to conduct of university purchasing agent
MANDAMUS cannot compel discretion to be exercised in a particular way to compel certification of pay rolls, law governing
MATRON CHADBOURNE HALL classified non-competitive
MATSON, BERTHA temporary transfer of

MAUER, TONY complaint of, relative to Milwaukee game wardens MECHANICIAN	•••••	10
	• • • • •	
Marian		28-71
MINUTES OF MEETING OF COMMISSION		
NORTHERN HOSPITAL FOR INSANE changes in service of, during biennial period		119 328
NON-COMPETITIVE CLASS assistant purchasing agent at university classified		35
attendantsbookkeeper and assistant instructor in accounting at univ		17-42
classified		53 37
dentists for occasional service		34 61
government		47 28 38
positions included by rule positions as deputy treasury agents classified by rule		268 268
requisition clerk at university		36 268 51
secretary of legislative committee on industrial insurance. special agents for commissoner of labor and industrial stat	tistics	51 44-45
stenographer and statistician for university registrar what positions may be included in		52 251 268
what positions in tax commission are by rule		269 2 6 8
NON-COMPETITIVE EXAMINATIONS requirements of temporary appointments		248
OFFICE NOT A PROPERTY RIGHT		228
OFFICIAL INFLUENCE		050
corrupt use of, deemed bribery OIL INSPECTOR, DEPARTMENT OF	• • • • •	257
changes in service of during biennial period		97 204
complaint of Charles N. Dunham	• • • • • •	66 33
complaint of Edward L. Tracy		54-55 48-50 306
OPINIONS OF ATTORNEY GENERALindex to, prior to 1908	19	00-227 00-192

	PAGE
ORAL EXAMINATIONSrules governing	13 273
PALMER, DR. T. S. quoted	14
PAY ROLLS certification of, law governing	200 200
PENALTY for corrupt use of official influence for misdemeanor under this act	257 257
PHOTOGRAPHER assistant at university, classified by law as of the unclassified service	71
PHYSICIANS]0
POLITICAL AFFILIATIONS shall not be discussed in examination	. 255
POLITICAL ASSESSMENTS law governing	. 256
POLITICAL CONTRIBUTIONS (see assessments)	. 212
POLITICAL SERVICE AND CONTRIBUTIONS discussed	. 22
POLITICAL SERVICE law governing interpreted	. 214
POSITIONS, LIST OF satisfactorily filled by competitive examination	
PRESIDENT OF CIVIL SERVICE COMMISSION duties and responsibilities	. 257
PROBATIONARY PERIOD provision for	. 241
PROMOTIONS laws governing	. 275 . 21
PUBLICITY	. 13

PUBLIC LANDS, DEPARTMENT OF changes in service of, during biennial period	PAGE 93 304
PUGH, WILLIAM complaint of	28
PURCHASING AGENT of university, complaint of Madison merchants relative to conduct of	-65-67
RAETH, VAL	60
Changes in service of, during biennial period. Changes in service of, during biennial period. Changes in service of, during biennial period. What positions are classified non-competitive by rule	- 510
POST OF Of.	309
TENDATIONS Coverning.	254
r cannot change salary fixed by lawgoverning.	1414
RATION OF ELIGIBLES governing in case of tie	271
TIONS	87-298 286
ATEMENTS Scharged employe in penal or charitable institution can be made for just cause	193
governing	~171
OUS AFFILIATIONS not be discussed in examinations	
In Penal and charitable institutions. Jaw governing. Jaw governing discussed. Jower to determine cause vested exclusively in officer. Jower to remove incident to power to appoint.	193 245 252 23

•	– P
REPORT OF COMMISSION	_
RERATINGS papers of Hensel, E. F papers of Shauer, Joseph G papers of Smith, R. E	
RESIDENCE Where lists are prepared by districts, discussed	
RESIGNATIONS not effective until accepted or acted upon	
REVISOR OF STATUTES, DEPARTMENT OF changes in service of, during biennial period positions in department of, classified exempt by law	
REVISOR OF STATUTES, SUPREME COURT changes in service of, during biennial period	
RHODES, C. W. claim of)
RICHTMAN, S. P. application for reinstatement	
ROSTER OF CLASSIFIED SERVICE law governing	
ROSTER OF EMPLOYES	<u>_</u>
RULES of civil service commission)_
SALARIES of commissioners, proposed amendment	
SASMAN, EUNICE transfer of	
SCHAUER, JOSEPH G. examination papers rerated	
SCHELL, F. W. complaint of	5 (
SCHELL, MARJORIE appointment as stenographer denied	
SCHOOL FOR THE BLIND changes in service of	

SCHOOL FOR THE DEAF	PAGE
changes in service of	129
roster of	342
SC HOOL OF MINES	
roster of	313
SCHUCKHARDT, EVELYN transfer involving promotion denied	60
SECRETARY CIVIL SERVICE COMMISSION	
Powers and duties prescribed	287
SECRETARY OF STATE, DEPARTMENT OF	
changes in service of, during biennial period	101
Poster of	311
SENATE	
employes in service of	95
Poster of	327
SEX	
rule governing certification	276
SMITH, R. E.	
examination papers rerated	40-41
SPENCER, F. W.	
transfer of	41
ST A THE PROPERTY AND ADDITIONAL	
TE PUBLIC SCHOOL AT SPARTA	145
Changes in service of, during biennial period	343
STATE HOSPITAL FOR THE INSANE	
Changes in service of, during biennial period	130
Foster of	332
STATE PRISON	
Changes in service of, during biennial period	153
Foster of	334
ST A MICHIGA OF BYLLYING	* 4 01
STATISTICS OF EXAMINATIONS	74-81
STONE, J. W.	
temporary appointment disapproved	49
STUDENTS	
when classified exempt by rule	261
SUBORDINATE	235
defined	zoo

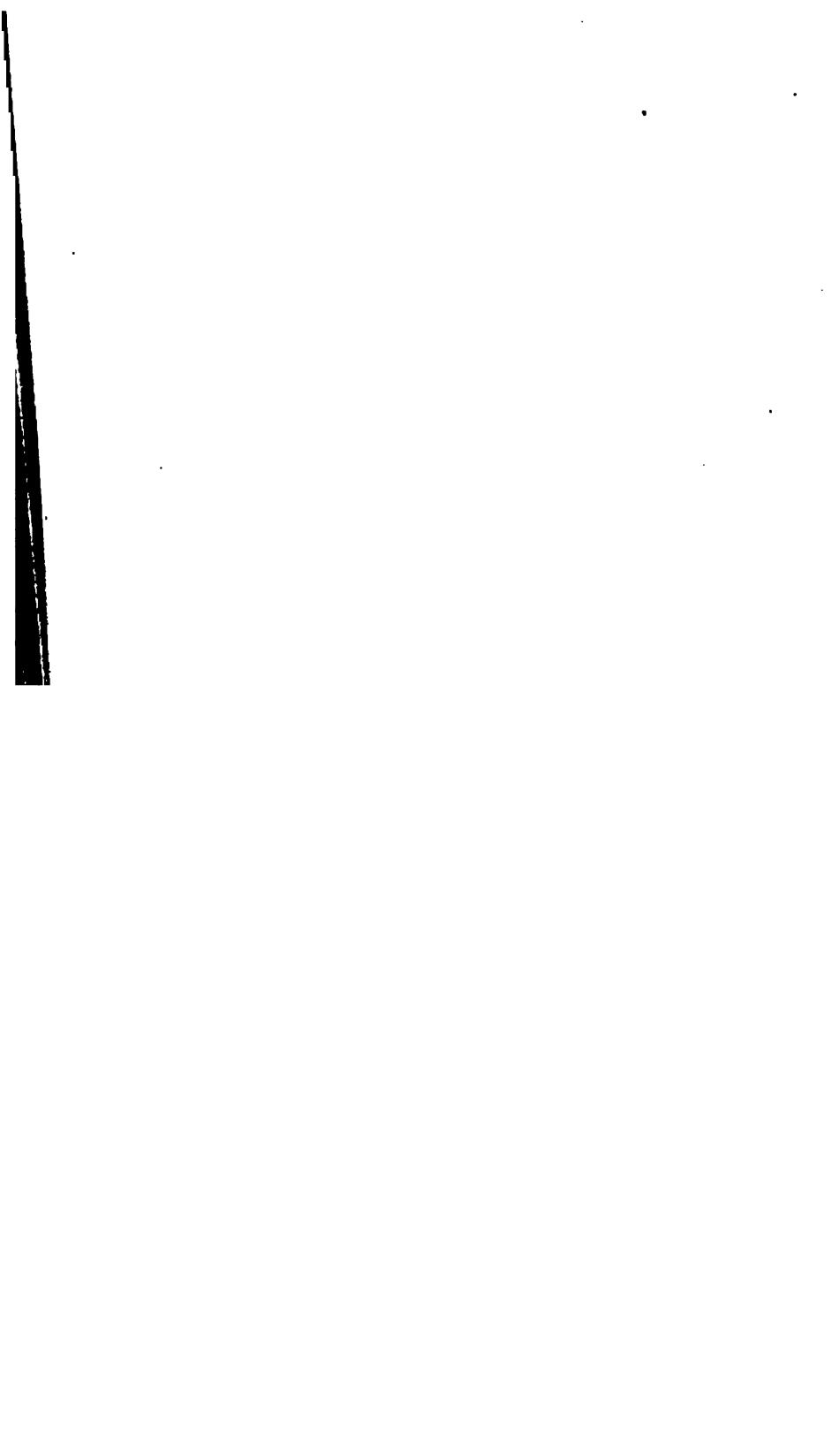
SUPERINTENDENT OF PUBLIC PROPERTY, DEPARTMENT changes in service of, during biennial period	P. ()
roster ofspecial rules governing selection of laborers	
SUPERINTENDENT OF SCHOOLS, DEPARTMENT OF changes in service of, during biennial period	
SUPREME COURT, DEPARTMENT OF revisor of statutes, department of, changes in service during biennial period	
SUSPENSIONS law governing	
TAX COMMISSION changes in service of during biennial period roster of what positions are classified non-competitive by rule	
TAX PAYERS right of action	
TEMPORARY APPOINTMENTS acceptance by an eligible does not affect his standing on the register. discussed. law governing. of laborers, rules governing. rules governing.	
TENURE in classified and unclassified service compared permanency of, in state service	
TRACY, EDWARD L. complaint of	5
TRAINED NURSE	
TRANSFERS authorized during biennial period. of Bart, William F., involving promotion denied. of Blanchard, G. W. of Briekreutz, Ida, to railroad commission. of Carter, Theda, denied. of Curtin, J. H., to position as statistical clerk authorized. of Galloway, A. W. of Hartley, C. J. law governing. of Howard, Mary.	

EL ANSFERS—Continued.	PAGE
in penal and charitable institutions	245
of Matson, Bertha	38
rules governing	278
of Sasman, Euniceof Schuckhardt, Evelyn, involving promotion denied	39 60
of special agent to the position of statistical clerk authorized	30
of Spencer, F. W	41
E ANSFERS AND PROMOTIONS	
rules governing discussed	20
EXEASURER, DEPARTMENT OF	105
changes in service of, during biennial period	105 311
roster of	311
REASURY AGENT, DEPARTMENT OF	
changes in service of, during biennial period	105
What positions are classified non-competitive by rule	268
RUSTEES OF STATE LIBRARY	
roster of	323
TT DEPOSIT COLO CANTONINA	
BERCULOSIS SANITORIUM	140
Changes in service of, during biennial period	149 346
	010
NCLASSIFIED SERVICE	
Gefined	240
number of positions in	79 _ 80
Permanency of tenure of	81
VIVERSITY	
The State of the s	5Q 50
pplication to classify photographerssistant purchasing agent classified non-competitive	35
bookkeeper and assistant instructor in accounting classified	
non-competitive	5 3
Changes in service of, during biennial period	154
lassification of assistant photographer as of unclassified service complaint of Madison merchants relative to conduct of pur-	
chasing agent	
• rganizer for extension work classified non-competitive	38
requisition work classified non-competitive	36
roster of	315
Status of purchasing agent	22 1
stenographer and statistician for registrar classified non-competitive	
students classified exempt by rule	
Students employed in, classified exempt	68
what positions are classified non-competitive by rule	268
ETERANS	
Preference does not apply where maximum age requirements conflict	42
Preference rule	275
	~.0

~	,	•	•		
	44	~	a	1	
	74	u		زل	_

•	
VETERINARIAN, DEPARTMENT OF changes in service of, during biennial periodroster of	PAGE 105 314
WAGNER vs. DAHL supreme court decision	227
WAITE, M. W. complaint of	42
WEIGHTS IN EXAMINATIONS rules governing	273
WHITE, JOHN C. appointment of under sec. 17, paragraph 2	55
WORKSHOP FOR THE BLIND	347







·	l	
•		



FOURTH BIENNIAL REPORT

05 183

State Civil Service Commission

OF WISCONSIN

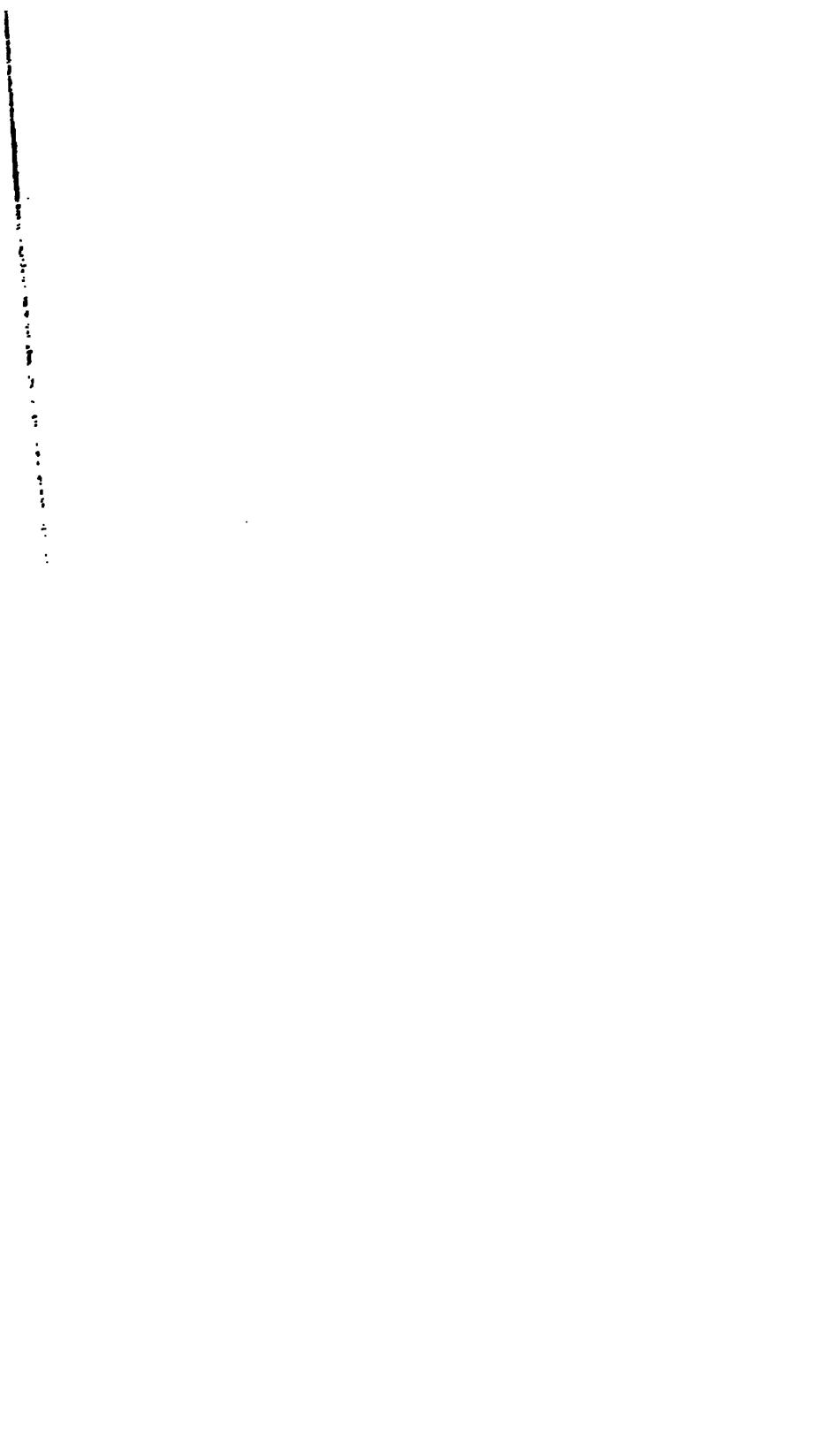
FROM

July, 1910, to July, 1912, Inclusive.



MA SON WAS

DEMOCRATIES IN THE PROPERTY OF THE PARTY OF



FOURTH BIENNIAL REPORT

OF THE

State Civil Service Commission

OF WISCONSIN

FROM

July, 1910, to July, 1912, Inclusive.



MADISON, WIS.,

DEMOCRAT PRINTING COMPANY, STATE PRINTER

1912

CIVIL SERVICE COMMISSIONERS.

C. E. BUELL, President, Madison.

OTTO GAFFRON, Plymouth.

THOMAS J. CUNNINGHAM, Chippewa Falls.

F. E. DOTY, Madison.

CHIEF CLERK

THEDA A. CARTER.

ASSISTANT EXAMINER

HENRY S. KNIGHT.

ETHEL HILL, Stenographer.

MARGARET FORAN, Clerk.

EMMA B. KUELTZ, Stenographic Clerk.

JENNIE E. ERICKSON, Clerk.





DIRECTORY OF LOCAL EXAMINERS.

			
County and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners.
Adams—Friendship Ashland—Ashland	B. V. Christensen. J. F. Wilson.	Forest—Crandon	H. A. Kamm. John Masbaum. A. A. Blandin.
Barron—Barron	Carl Rudquist. Nellie Kane. C. W. Meadows.	Grant—Lancaster	E. B. Goodseli. J. C. Brockert. W. A. Johnson.
Bayfield-Washburn	M. S. Hines. A. M. Warden.	Platteville	J. A. Wilgus. S. E. Smalley.
Brown—Green Bay	Timothy Burke. Joseph Martin.	Green-Monroe	George Beck. C. H. Dietz. J. L. Sherron.
Buffalo—Alma Burnett—Grantsburg	J. A. Ganz. H. J. Niehaus.	Green Lake-Green Lake	G. V. Kelley .
			John J. Wood, Jr.
Calumet—Chilton	G, M. Morrisey. Geo. C. Humes.	lowa Dodgeville	
Chinners Falls	Charles Luther.	Iron—Hurley	Wm. I). Tyler. Matt J. Connor.
Chippewa—Chippewa Falls	A. Brunsted. .C. J. Brewer.	Jackson -Black Riv. Falls	F. B. Dell. Sam Lund.
Clark-Neillsville	G. E. Crothers. W. A. Campman. R. W. Balch.	Jefferson-Jefferson	J. A. Hazelwood. A. M. Webb.
Columbia Portage	W. G. Clough. J. E. Jones.	Juneau -Mauston	J. W. Wightman.
-Columbus	A. C. Kellogg. Thomas Sanderson	Kenosha Kenosha	A. E. Buckmaster J. C. Slater.
Crawford—Prairied' Chien	Graves & Earll.	`Kewaunee-Kewaunee	J. J. Schulz. J. M. Borgman.
Dane—Madison		ı I	Joseph Jirtle.
Dodge—Juneau	John Kelley.	La Crosse La Crosse	Harry Spence. F. H. Fowler. Frank Winter.
Door—Sturgeon Bay	Rudolph Soukup. H. O. Bernhardt. H. A. Norden.	La Fayette—Darlington	W. G. Mase. Daniel McConnell
Douglas-Superior	A. D. Gillett. A. D. Whealdon.	Langlade—Antigo	C. O. Marsh. T. W. Hogan.
Dunn—Menomonie	Thos. R. Moyle. G. L. Bowman.	Lincoln Merrill	Wm. Milne. H. J. Bowell.
Eau Claire—Eau Claire	W. H. Schulz. J. B. Fleming. A. H. Shoemaker.	Manitowoc Manitowoc	F. J. Taugher. Wm. Rathsack.Jr. C. G. Stangel.
Florence—Florence	Frank Waring. G. C. Youngs.	MarathonWausau	Anton Mehl. S. B. Tobey.
Fond du Lac—Fond du Lac —Waupun	D.O. Williams. T. M. Welch.	Marinette - Marinette	G. H. Landgraf. C. R. Johnston. F. W. lianft.
	H. C. Curtis. F. L. Nash.	Marquette Montello	A. J. Barry.

DIRECTORY OF LOCAL EXAMINERS—Continued.

County and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners.
Milwaukee-Milwaukee	Patrick Donnelly. John P. Donnelly.	Sauk-Spring Green	Bern McNulty. Thos. W. King.
Monroe—Sparta	A. S. Wells. Z. S. Rice.	Sawyer—Hayward	Wm. A. Light. R. J. Hennessey.
Oconto—Oconto	L. C. Harvey. W. H. Young. Fred Shedler.	Shawano—Shawano	L. D. Roberts. O. O. Wiegand. Julius Luebke.
Oneida—Rhinelander	F. A. Lowell. W. C. Orr. W. V. Reed.	Sheboygan—Sheboygan	H. F. Leveranz. Theo. Dieckman. J. C. Elfers.
Out aga mie—Appleton	Chas. W. Treat. Humphrey Pierce.	Taylor-Medford	G. W. Adams. M. A. Buckley.
Ozaukee—Port Washington	J. E. Uselding. Margaret Schmit. C. H. Bachhuber.	Trempealeau—Whitehall.	P. H. Johnson. E. J. Brovold. J. I. Dewey.
Pepin—Durand	W. B. Newcomb. C. A. Ingram.	Vernon-Viroqua	Frank H. Graves. H. L. Gardner.
Pierce—Ellsworth	Miss Cyn. Carlisle. A. J. Ingli.	Vilas—Eagle River	A. J. Austin. Grant Cook.
	R. D. Morton. Wm. W. Clark.	Walworth-Elkhorn	John G. Voss. A. C. Beckwith.
Polk—St, Croix Falls	C. W. Monty. F. W. Walker. J. A. Mack.	Washburn—Shell Lake	J. A. Lonsdorf. J. H. Shields. J. M. Smith.
Portage—Stevens Point	F. N. Spindler. A. E. Bourue. Henry Finch.	Washington—West Bend.	
Price—Phillips	E. W. Murray. F. R. Struble.	Waukesha-Waukesha	S. B. Ray. E. W. Malone.
Racine—Racine	A. J. Wilbor. Guy A. Benson.	Wannaga Wannaga	D. J. Hemlock.
Richland—Richland Cent'r	F. H. Pratt.	Waupaca—Waupaca	C. M. Boyles. Chas. Stinchfield.
Rock—Janesville	Thomas A. Nee. John Arbuthnot.	Waushara—Wautoma!	G. M. Byse. G. E. Dafoe. T. H. Patterson
	M. P. Richardson. H. J. Cunningham	Winnebago-Oshkosh	_
Rusk-Ladysmith	W. N. Mackin. O. E. Rice.	Wood Crand Deetle	D. W. Fernand
St, Croix—Hudson	F. T. Condit. J. A. Lindquist.	Wood-Grand Rapids	M. H. Jackson _ W. J. Conway.
Sauk-Baraboo	R. B. Griggs. C. G. Evenson. A. C. Kingsford.		•

TABLE OF CONTENTS.

	PAGE
Directory of local examiners	ii–vi
Report of the Civil Service Commission	1-33
Statistics of changes in service	64-67
Statistics of requests for transfers	68
Expenditures of the commission	69-72
Roster of employes to July, 1912	73–128
Rules and Regulations	34-63
Index	129



REPORT OF THE CIVIL SERVICE COMMISSION

MADISON, WIS., DEC. 1, 1912.

To the Governor:

We herewith submit to you the Fourth Biennial Report of the state civil service commission of Wisconsin.

We believe the time has come for us to set forth a history of the administration of the civil service law since its enactment in 1905, and in that connection so far as possible, to show to what extent the civil service law has removed the service of the state from political influences, to indicate what gains have been made in the efficiency of the service; and further, to bring to your attention conditions which still make for inefficiency and extravagance, suggesting so far as may be possible, remedies and improvements.

THE MERIT SYSTEM IN WISCONSIN.

A law creating fire and police boards for cities of the second and third class was enacted in 1897 and amended in 1899. These boards are nonpartisan in character and are given power to prepare eligible lists for fire and police departments in cities. In view of the fact that fire insurance companies are invariably forced to raise insurance rates in cities where fire and police departments are under political management, and further, in view of the fact that this legislation received the endorsement of fire insurance companies, it was looked upon as a business proposition and met with little or no opposition.

A separate civil service law for the city of Milwaukee had also been in successful operation for several years.

Previous to the legislative session of 1905, the State Civil Service Reform Association, having among its active members Messrs. John A. Butler, Glenway Maxon, Gen. F. C. Winkler, President Van Hise and others of equal prominence, renewed its efforts with effective, cogent arguments to secure civil service legislation. When the legislature convened in 1905 Governor Robert M. La Follette in his message to the

1

legislature, recommended the enactment of a civil service law. He said:

"What proposition is plainer than that every citizen should have an equal opportunity to serve the public, and that when he does so aspire the only test applied should be that of merit. Any other test is undemocratic. To say that the test of party service should be applied is just as undemocratic as it would be to apply the test of birth, of wealth or religion. * * * I recommend the enactment of a civil service law which shall be applied to all employes in the service of the state, the counties and the cities outside of the elective officers and such subordinates as may necessarily sustain confidential relations with their chiefs."

The legislature at that session enacted the law practically in the form in which it now stands. The evident object of the law was to remove the civil service of the state from political influences and to make it efficient. It divides the entire service of the state into the unclassified and classified service. The unclassified service includes all officers elected by the people or appointed by the governor; presidents, deans, principals, professors, instructors in the university, normal and public schools, the library staff in any state library, heads of penal and charitable institutions and all persons in the department of the state bank examiner.

The classified service comprises all other positions and no powers of supervision or control are conferred upon the commission over the unclassified service.

At the present time the unclassified service consists of 1,097 positions. The classified service, which includes positions in the competitive, noncompetitive, labor class, legislative employes and exempt class, comprises 2,480 positions.

For the administration of the law the appropriation in 1905 was \$10,000.00. In 1907 an additional appropriation of \$2,000 was made in order to enable the commission to compensate local examiners at 72 examination centers. In 1909 the total appropriation was increased to \$15,000.

THE WISCONSIN LAW COMPARED WITH LAWS IN OTHER STATES.

New York Law: The Wisconsin law is modeled after the New York state law, which has been in force over twenty-five years. It does not differ from that law in any material way except that the New York commission has a limited jurisdiction over municipal city civil service commissions. The New York commission may investigate the conduct of city civil service commissioners. The rules governing city civil service must be approved by the state commission.

New Jersey Law: The New Jersey law is also quite similar to the Wisconsin law. Four commissioners administer the law. The





president receives \$2,500 per annum; the other members \$2,000 per annum. Each commissioner's term is four years, the secretary receives \$2,000 per annum and a chief examiner \$3,000. Cities in New Jersey may elect to come under the act, in which event the state commission has jurisdiction over them.

Illinois: The Illinois law gives the Illinois commission larger powers and is in many respects much more stringent and effective. Each commissioner receives \$3,000 per annum, the secretary and chief examiner \$3,500. The annual appropriation is \$31,800 as against \$15,-000 in Wisconsin. The classified service is not subdivided into the competitive, noncompetitive and exempt classes as in New York, New Jersey and Wisconsin. The commission has no power to classify positions exempt or noncompetitive. The commission may admit residents from other states when deemed for the good of the service to do so. The commission is not compelled to hold examinations in each county of the state, but may designate examination centers. The commission certifies only one name to the appointing officer, and he must appoint On probation the one certified. The commission has power to investigate the efficiency of officers and employes and groups of officers and report to the officer in charge its findings, and if these findings are not acted upon, to report to the governor. The law relative to political contributions is better drawn than is the Wisconsin law. (The following is a detailed comparative analysis of Wisconsin and Illinois laws:)

WHAT IS INVOLVED IN THE WORK OF THE WISCONSIN COMMISSION.

VOLUME OF BUSINESS

The work of the commission falls into the following heads:

EXAMINATIONS.

- 1. Consultation with department heads and employes.
- 2. Advertising.
- 3. Preparation of examination material.
- 4. Issuance of examination material to examiners at 75 centers.
- 5. Conducting examinations (oral and written).
- 6. Marking papers and rating candidates.
- 7. Issuance of notices of results of examination to all candidates.
- 8. Registration of results and making card indices.
- 9. Promotional examinations and noncompetitive examinations for temporary service or for service in positions classified non-competitive.

rediction of the system.

CERTIFICATIONS.

- 1. Certification of names of eligibles to appointing officers.
- 2. Recording and checking reports of officers concerning appoirments.
- 3. Correspondence with eligibles relative to continued eligibility, relative to availability for specified work.

CERTIFICATION OF PAY ROLLS.

Certification of approximately two thousand names each month to t secretary of state and state treasurer.

This involves checking to the eligible lists and to the certificatio made, as well as considerable correspondence with forty-five officers rative to irregular or temporary appointments.

EFFICIENCY RECORDS.

The commission calls for efficiency records from all appointing ficers four times a year, and these records are preserved for reference in cases of removal, transfer, promotion or re-examination.

COMMISSION MEETINGS.

The commission meets at least twice a month. The work of a commission involves among other things a general supervision of work of the office, the determination of policies to be pursued, the had ings on special application for reclassification of positions and for tions in exceptional cases of employment, conducting investigations and matters touching the enforcement of the law and the violation them listening to appeals relative to ratings in examination, and visit from time to time the various institutions under the charge of the st

Since the law was enacted in 1905 the total number of examinat held is 475; total number of persons applied, 16,341; total number wrote in competitive examinations, 14,454; total number who parameters 7,170.

During this biennium 1,292 persons have been appointed from ϵ lists to competitive, noncompetitive, exempt and labor position other appointments were made to exempt positions permanet temporary. 1,039 appointments were made to noncompetititions, permanent and temporary. These facts are set forth in the appendix.

VOLUME OF BUSINESS.

These figures do not include laborers and persons examinations. The figures for biennial periods are given in the following table:

TABLE	SHOWING	GROWTH	IN	VOLUME	OF	BUSINESS
	WIS	CONSIN CI	VIL	SERVICE	_	

Biennial period.	No.	No.	No.	No.	No.
	examina-	examina-	appli-	who	who
	tion days.	tions.	cants.	wrote.	passed.
Pirst	4 11	38	1,566	1,274	756
Second		61	3,547	3,037	1,561
(24 mos.) Third	. 13	190	4,859	4,458	1,963
(24 mos.) Fourth (24 mos.)	68	186	6,350	5,685	2,890

These figures show that there has been a steady increase in the volume of business and that the business done in 1911 is approximately thirty per cent greater than it was in 1910, that the business done in the third and fourth biennial periods is more than twice as much as was done in the first and second biennial periods.

During the year ending July, 1912, the total number of pieces of mail received was 23,504. During the same period the number of pieces of mail issued from the office, not counting pamphlets and express packages, was 54,000.

The pay roll for the city of Milwaukee, including officers, teachers and employes, contains 5,000 names. In 1910 the Milwaukee commission examined 824 persons. During that year there were 2,800 persons on the state pay roll. The state commission examined 2,062 persons. In 1911 the commission, with an appropriation of \$15,000, examined 2,689 persons. During the same year the Illinois commission, with an appropriation of \$31,800, examined 2,286 persons.

CIVIL SERVICE IDEALS AND METHODS OF PROCEDURE.

The Wisconsin commission has defined the term "competitive examination," as used in the law, as any reasonable method of ascertaining relative merit and fitness. The methods employed by the Wisconsin commission are a composite of the methods employed by the business man on the one hand and the college on the other. The business man is in a hurry; he trusts to his senses, his knowledge of human nature, his ability to judge men at a glance, and the recommendations of his friends who are in similar business. He succeeds part of the time. When he fails he trys again and is not in any way hampered. As a rule the college does not take into consideration the abilities which a student may possess as a result of knocking around the world. His business experience, his initiative, his ability to do, his personality,

may not effect his standing in the college. He is marked on what he knows and what he can write down. County superintendents of schools in certifying teachers use a method quite similar to that of the college. A certificate is based upon a written examination. Previous successful experience as a teacher does not, under the Wisconsin law, play an important part in the result. A college graduate may or may not succeed. A teacher certified by a county superintendent as qualified to teach may or may not succeed. Personal, physical, and temperamental qualities are not as a rule taken into consideration. The civil service commission, in its conduct of examination, seeks to combine these methods. Weight is given to the various elements in proportion to tree requirements of the particular service to be rendered. clerical service, where penmanship and speed are prime requisites, 🖚 🛚 🖰 that the commission needs to ascertain, outside of a written examin. tion in penmanship, is good moral character and reasonable intel gence. In choosing stenographers much weight can be given to ab ity to take dictation, transcribe and typewrite accurately, use good En lish, etc., as shown in a written examination, but here more care mu be exercised in arriving at the successful previous experience of the candidates; here the question of personality becomes more importation and the oral examination or oral interview becomes more essenti and more weight is given to it. In the selection of game wardens the various elements are about of equal weight. Experience as a wood— -8. man as a hunter and as an officer are essential; good habits and a good presence are essential, and can be determined partly by oral examin A game ward tion and partly by reference to former employers. must be intelligent. He must be able to read the game laws and A written examination is essentianel, apply the law in specific cases. but must be supplemented with a thorough oral and physical test arwith searching inquiry into the man's previous record.

The commission has one guiding principle or rule to determine whether or not oral or written examinations, or both, shall be required and to determine what weight shall be given each, viz.: examine writing for such absolutely essential elements of knowledge and shall as are directly applicable to the work to be performed and give weight to the written examination just in proportion to the degree that fitness can be so determined. Never ask a question in a written examination where there is any doubt as to its value as an element in ascertaining fitness. Examine orally,—first, to detect defects in character, habits, and physical fitness; second, to discover temperament, personality and suitability; third, to reinforce the written examination, to ascertain knowledge, skill or judgment. In marking and rating candidates the commission lays down these fundamental, guiding principles or rules; the identity of the candidate must not be known by the one who makes

or more examiners; in marking the preliminary paper (which is a statement by the candidate of his experience, education, etc.) mark him what he is worth on his own showing; do not raise this mark because of flattering recommendations; lower the mark or reject the candidate if previous employers make specific adverse reports concerning his conduct or service; lower the mark or reject the candidate if verified adverse reports are received concerning his habits or conduct.

As a rule the results of the oral examination and the mark on preliminary paper agree, and in the majority of cases the one who stands high in the written examination also stands high in the preliminary paper and in the oral interview.

ADVERTISING.

The commission has a carefully worked out system devised for advertising the various examinations offered. Addresseograph mailing lists of the following are made up and ready for instant use:

- 1. 1,200 post offices.
- 2. 75 local examiners.
- 3. All city libraries.
- 4. County clerks.
- 5. County superintendents of schools.
- 6. Normal schools and colleges.
- 7. Business colleges.
- 8. 3,000 creameries, lists used jointly with the dairy and food commissioner.
- 9. Secretaries of trades unions.

General competitive examinations are advertised in five or six big daily newspapers, and posters are sent to post offices, libraries and local Examiners and county officers. In advertising attendants posters are sent once a year to creameries in order to reach the rural districts. Once in two or three years local school boards or town clerks are reached for attendants. For nurses advertising is sent direct to republe city hospitals and training schools for nurses. For laundrymen dvertising is sent to laundries direct, and so for other positions, where it is difficult to get candidates, temporary advertising lists are made up of persons who may know of desirable candidates. For local Labor lists the commission depends almost entirely upon local advertising in the papers. Mailing lists are used only when suitable for the Positions to be filled. The commission is constantly scrutinizing its Mvertising expense account in order to get the biggest returns for the money invested. The commission keeps mailing lists of all persons who at any time express wish to be examined in the future for service specified, and encourages citizens of the state to get their names on these mailing lists. All persons so listed are notified direct by letter

of examinations when they are announced. The commission has now in mind to put up permanent posters at strategic points around the state calling attention to this system so that as the years go by public advertising of examinations will become less essential.

MATTERS WHICH CONDITION THE WORK OF THE CIVIL SERV-ICE COMMISSION.

INCREASE IN NUMBER OF EMPLOYES.

Since the law went into effect in January, 1906, there has been steady increase in the number of departments and in the number of officers and employes. The total number of officers and employes 1906 was 1,927; the total number of officers and employes is now (1912) 3,577 as shown by the following table:

Year.	Competitive.	Exempt.	Labor.	Noncompetitive.	Unclassified.	Total.	_
1906	902	67	317	45	593	1,927	7
1912	1,177	193	648	402	1,097	8,577	

The bulk of this increase is due to the rapid expansion of the u ____iniversity and to the creation of new departments. The pay roll of the university in 1906 contained 552 names. In December, 1912, it contained 1,254 names. The new departments created since 1906 are the Board of Immigration, the Tuberculosis Sanatorium at Wales, the ____ department of the State Fire Marshal, the State Highway Commission, the department of the Revisor of Statutes, Teachers' Pensions, State Board of Public Affairs and the joint engineering staff of the Rail road and Tax Commissions. Except in the cases of the university, the rall. road and tax commissions, the increase in departments existing in 1905 has been normal as set forth in the following table:

ITVE TABLE SHOWING TOTAL NUMBER OFFICERS AND EMPLOYES SIGNATED DEPARTMENTS ON ROSTER JUNE 80, 1910, AND JUNE 80,

partment.	Competitive 1906–1912.	Exempt	Labor 1906-1912.	petitive	Unclassi- fled 1906-1912.	Totals. 1906-1912
ontrol	8 11 25 82		1		5 5 1 1	10 28 3
Feeble Minded			63 16		1	20 3
School for Boys.	24 89	1,	13 14	*101 12 2		158 14 51 5
School for Girls.		, –	2		i i	5
Hos. for Insane	90 32	1 1	33 40	8 6 *67		128 14
Blind	20 5	1	20 20	8 21	1 1	45 4
Deaf	83 7					52 6
pital Mendota	94 26		27 40	2 9 *56	ł	125 13
OB			1	2 1	1 1	56 6
lie School is Sanatorium			23 88 1 89			48
eral	4 5		,		î î	7
nmission er of Insurance		2		1	1 1	10
od Commission	15 29	2 2			1 1	18 8
Instruction					1 2	12
ssion		2 2	2 7 +52			15
pt					1	8
kirvey ommission		13 1			1 24	13
ociety	3 3		7 13		16 23	
Commission ** nmission	16 49 5 8			2	مَ مَ	19 8
& Sanitary Board	1				 	
r rs	57 55 10	'j .			1 1	,
8	8 1	2 1				5
erty mmission	43 55 6 46	2 1		•	1 1 10	71 8
State	19 22	2 2	1		1 1	4
of Health	4 9	1 2		•	3 3	5 1 8
Service Com Warden					3 3 1 1	58
arer	7 5	2 2		1	1 1	10 1
inarian	33† †48 11 70		l	1	1 1 3 3	84 8 17 8
Statutes		-			1	
& W. Com or Blind	4 1			19	3 1	5
	133 259	2 9	85 208	8	332 646	552 121
eneraliner					5 8 6 15	5 6 1
ffice					5 6	5
ensions		2	Ω		• • • • • • • • • • • • • • • • • • • •	2 1
ad & Tax Com	10			27	24	
ools	22 31				180 285	204
Library	<u> </u>	4				4
al	905 114	67 188	3 217 62 0	45 378	590 1116	1927 340

nts.

iry service. Number varies during the year.

students for occasional employment and temporary help. or to Bureau of Labor and Statistics. Temporary services. Number varies rear.

The increase during the six years in the number of persons in the unclassified and exempt service is due quite largely to the tendency on the part of legislators to classify newly created positions under the law exempt or of the unclassified service. The precedent for doing so was first established in 1907 when expert positions in the department of the railroad commission were by law placed in the unclassified service and freed from the jurisdiction of the civil service commission. The increase in the number of noncompetitive positions is due in part to the announced policy of the commission to classify positions, where the work is new and experimental in character, noncompetitive for a limited period. Under this policy the commission is enabled to make a study of the character of the work to be done, the kind of men to be employed, the character of the examination to be given, and so when the position ultimately reverts to the competitive class the examiners are fully equal to the task of making competitive selection. However, in spite of this announced policy interested persons have from time to time appeared before the legislature to urge the exemption of newly created departments. In 1911 expert positions in the employ of the industrial accident board were placed in the unclassified service; all engineers in the department of the highway commission were so classified, thus completely removing these employments from the scrutiny of the commission, and preventing it from insuring to the state the selection of bona fide experts by determining their qualifications through noncompetitive or competitive examination.

The requirement of law that examinations shall be held simultaneously in the county seats of all counties of the state adds materially to the work of the commission.

NEW BURDENS ADDED.

The legislature of 1911 placed new burdens upon the civil service commission in providing for income tax assessors in forty assessment districts and in further providing that sealers of weights and measures in thirty cities be selected competitively.

RETARDATION OF THE WORK.

The commission must have official relations with forty-five heads, not counting separate departmental heads in the university. All departmental heads are of the unclassified service. It is not to be expected that all appointing officers will at all times be in full sympathy with the existing applications of the merit principle. The appointing officer as a rule is necessarily more concerned with his own immediate problems. If he fails to get the viewpoint of those who are principally concerned with the application of the merit principle, he can and some-

es does add materially to the difficulties which at the best the civil vice commission has to surmount in supplying the needs of the vice.

ILLUSTRATIONS OF RETARDATION BY PUBLIC OFFICERS.

n view of the fact that approximately one hundred different kinds of vices are being rendered to the state, it is not an economical aragement for the commission to undertake at all times to keep eligible is in readiness. The public officer, who maintains right relations the civil service commission, will notify the commission of his eds in advance, thus enabling the commission to have an eligible list readiness for a position which is likely to become vacant; but it has quently happened that officers were either negligent or wilfully resin this matter, and that appointments were made in haste withten tonsultation or previous examination. At times this has been a irce of embarrassment to the civil service commission, but there is been a gradual improvement all along the line, and officers are toworking very much more nearly in harmony with the commission in ever before.

In employing officer, fully aware of his legal rights, may adhere to ighter of the law and violate its spirit. He may, acting within the Visions of law, strengthen the system of competitive selection or lously retard it. The commission has classified the positions as atdant noncompetitive for two years, having in mind that ultimately en a sufficient number of satisfactory candidates may be procured positions shall revert to the competitive class. In the meantime re has been an arrangement with hospitals by which the commission tinues to advertise for attendants and to select them competitively to submit lists of satisfactory applicants to the superintendents. Fre has been a steady increase in the number of applications and he average quality of the candidates who have been certified. From y 1, 1910 to January, 1912 the hospital at Mendota appointed 439 sons only 29 of whom were taken from eligible lists. 1e period of time the Northern hospital appointed only 208 persons, of whom were selected from eligible lists. A careful study of the tory of these two institutions, both acting according to their rights ler the law, shows that the institution which attempted most nearly avail itself of the services of the civil service commission and to dit candidates into civil service channels had half as many changes, that institution is better satisfied with the results. Dr. Gorst in "Where the salary is small, our service is not improved." 1 said: Sherman said: "There is a noticeably marked improvement in atdants." Dr. Gorst said at that time: "My advice would be to end the law so as to leave the small salaried positions to the ap-

12 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

pointing officers in the different institutions." These conditions are forth in the following charts are significant and speak for themselves:

EMPLOYMENTS NORTHERN HOSPITAL, MENDOTA HOSPITAL AND HOME FOR FEEBLE-MINDED.

June 30, 1910 to December 30th, 1911. (11/2 years.) Mendota 439 appointed. Northern Hospital Home for Feeble Minde 300 208 appointappointed. ed. 111 persons eligible 71 when persons appointeligible ed. apen appointed 29 Eligible List when

appointed

SALARIES.

SALARY LIMITATIONS.

he civil service commission must work under salary limitations d by the legislature or by appointing officers. It must adjust itself onditions as they exist and not as they ought to be. Attention has quently been called to the fact that attendants in penal and charie institutions are underpaid, that at the best there are frequent nges. (In 1907 there were eighty changes in the Northern hospital a single month.) Conditions here have been somewhat improved, tries have not been materially increased, but lines of promotions e been more definitely fixed and assured, and the service has been le more attractive by offering courses of training for nurses in hosils for the insane. During the years 1911 and 1912 a more intellit class of candidates was secured, due to these added attractions. the Northern hospital and at Mendota attendants are given an optunity to get elementary scientific instruction in nursing at the ids of the medical staff. The transient attendant who goes from one titution to another has almost entirely disappeared at the Northern pital and at the Home for the Feeble-Minded, and persons who have wn up in a wholesome atmosphere are being secured for this work. It the university many subordinate employments are made of clerks I stenographers at salaries lower than competent persons living oute of the city can afford to accept. At first this condition was emrassing to the civil service commission. Acting under the general vision of law that examinations must be held simultaneously oughout the state, the commission failed to procure eligible lists of sons willing to accept subordinate clerical and stenographic service salaries ranging from \$25.00 to \$45.00 a month. Gradually, however, commission has readjusted itself to these conditions and is now e to secure sufficient and satisfactory local lists. The commission empted for a time to secure a general distribution throughout the te of eligibles for appointment but it was soon discovered that many bordinate competitive positions at the university carry too small a lary to attract persons living at a distance. To satisfy the competi-'e principle and to reduce so far as practicable the number of nongible list appointments, local competitive examinations were held for bordinate clerical services where the salary does not exceed \$35.00 or 0.00 a month. In the absence of legislation, however, persons so emoyed are not eligible for increase in salary or for promotion until ey have qualified in state competitive examinations.

An examination of the table entitled Statistics of Examination ine 30, 1910 to March 20, 1912, shows that the commission has had

01

architectural draftsman, actuary, engineering computer, family of and matron, laundryman, manual training, primary and grade teach ers, and trained nurse. As a rule, the commission has failed at these points because the positions were unattractive and the salaries low. As time goes on these matters will be brought into adjustment, salaries will be raised or the commission will make discoveries similar to those made in reference to other positions that will enable it to find suitable and satisfactory candidates. The whole story of civil service administration is one of gradual evolution and readjustment as the needs of the service are discovered.

WHAT THE CIVIL SERVICE LAW AS ADMINISTERED HAS ACCOMPLISHED.

TENURE OF OFFICE IS MORE SECURE.

It is hardly necessary to give figures to show that there were sweeping changes in the service under the political system as administrations changed. The biennial reports of the secretaries of state are accessible to everyone.

In the office of the secretary of state in 1894 twenty-three persons were employed. Of these seventeen were not on the pay roll in 1890. The report for the same year shows that all engineers and firemen who were in the service in 1890, went out, and that six new engineers and firemen were employed; all carpenters, painters and police went out. In the departments of the superintendent of public property, and of all elective officers, including the departments of the insurance commissioner, attorney-general and state treasurer, there was a clean sweep.

Ten names on the pay roll of the state treasurer in 1891 were not on the pay roll in 1894.

Seven persons employed in the office of the state superintendent left the service in 1891 and seven other persons took their places. This was a clean sweep.

Of twenty-five persons on the pay roll of the secretary of state in 1896 only one name appeared on the pay roll of 1894.

Of nine names on the pay roll of the state treasurer in 1896 eight persons in all went out.

In 1903 the newly elected state superintendent displaced the first as sistant, all four school inspectors, the library clerk and one stenographer.

Of fourteen names on the pay roll of the state treasurer in 1900 only two were employed in 1896.

Of twenty-three names on the pay roll of the secretary of state in 1900 only seven were employed in 1896.

THE STATISTICS	FOR	SUCC	EEDI	٧G	YEARS	ARE	CLEARLY	SET
]	FORT	H IN	THE	FO	LLOWIN	G:	•	

Department.	No. em- ployed 1900.	No. employed 1904.	No. hold- overs 1900-04.	No. em- ployed 1906.	No. employed 1910.	No. hold- overs 1906-10.
Executive Department State Department Treasury Department Attorney-General. Sup't Public Instruction Bailroad Commission Insurance Department Tax Commission Land Commission Banking Department Bureau of Labor Board of Control Dairy & Food Department. Board of Health.	24 12 8 9 4 10 11 6	9 29 12 9 14 13 10 9 7 5 21 13 10	0 2 4 1 3 0 3 4 1 1 2 4 2	12 28 11 9 14 28 12 73 7 9 29 14 22 10	6 25 9 10 14 116 11 73 7 10 87 23 25 27	5 12 5 3 8 7 5 17 2 6 16 6 14
	136	171	28	278	393	115

Per cent holding over 1900 to 1904 was 21.32%. Per cent holding over 1906 to 1910 was 41.36%

Under civil service newly elected officers in 1907 and 1909 retained Practically all employes of the competitive class. The principal changes effected were of persons in the exempt class. Frequent changes occur in the classified service but the above figures show conclusively that the civil service law as administered has placed a positive check upon removals for purely political reasons.

Additional unclassified positions have been created by law with the creation of new departments, viz.: the board of immigration—two positions; capitol commission—two positions; state fire marshal—two positions; highway commission—eight positions, and this number will be much greater as soon as the work of the highway commission gets under way; industrial commission—three positions. Of the three persons in the department of public lands two are exempt. Of four persons in the employ of the state board of agriculture two are exempt. The new department of teachers' pensions creates two exempt positions. The creation of many small departments tends to level down the classified service as it tends to increase the number of unclassified poaltions. It tends to level down because the opportunities for promotion in the service to the higher ranks are thereby decreased. Consolidation of small departments, or the assignment of functions of these small departments to a larger department, will tend to increase departmental efficiency, lengthen tenure and to give opportunity for ambitious and worthy persons to rise in the service and to become expert.

THE SERVICE HAS BECOME MORE EFFICIENT.

There has been a steady increase in the efficiency of the game warden's department. In the earlier years the department was not much more than self-supporting. The moneys received from hunting licenses, seizures, etc., were paid out to deputy wardens in salaries and expenses. In 1905 the department of the state game warden collected \$87,673 from licenses, employed 106 men who received in salaries and expenses \$94,024. In 1906 the fund was exhausted and a large part of the force was laid off. In 1911 the game warden's department was not only self-supporting but turned over into the general fund \$125,225, the unused portion of its income. The state game warden, cooperating with the civil service commission, has reorganized the department and has classified deputies for outlying water, forest service, transportation work and general work, and has fixed salaries and promotion grades and has arranged for a general competitive promotional examination to be given annually and open to all wardens in the lower grades of the service, which examination shall be based in part upon efficiency A system of keeping efficiency records has been announced, and wardens and deputies are aware of the new condition of affairs. Dep dies are encouraged to make a good record for faithful and continued service, careful and reliable reports, intelligent and prompt compliance with orders. The success with which a deputy develops in his community a sentiment in favor of the enforcement of fish and game laws is emphasized. The number of wise arrests is set over against all unwise, trivial and hasty acts, tending to discredit the department with the better element of the community. Political considerations have not been entirely eliminated but great progress has been made. The turning point was reached in 1909 with the removal from office of several deputy wardens who had solicited and received money in behalf of a candidate for public office.

Dr. T. S. Palmer, in charge of federal game preservation at Washing ton, assisted without pay in conducting game warden examinations in 1909, 1910 and 1911. His experience with us has convinced him of the importance of extending the merit system to game departments in other states. The state of New York has recently taken steps to bring game wardens, formerly classified noncompetitive, into the competitive class. In Illinois game wardens are this year for the first time selected by competitive examinations. Dr. Palmer has been called upon to ad vise and to assist in conducting examinations in New Jersey and else where. During the current year he assisted us in conducting a promotional examination of all deputies in the service of the state. Writing for the American Field of August 3rd in reference to this he said:

"Wisconsin has always taken high rank in the application of the merit system to the game warden service and has recently placed its

deputies on a higher plane than ever before. The force has been divided into three classes with compensation graded according to the duties required, and all the men examined for promotion. Under instructions from Hon. John A. Sholts, state game warden, the men were assembled at Madison, on July 8, for three days of conference and in-At the same time every man was examined by the Civil Service Commission to determine his mental and physical condition, his qualifications for promotion to a higher grade of work, and whether his record merited a slight increase in pay. Neither warden's conventions nor civil service examinations in this branch of the state service are new, but the combination of tests applied at Madison are both new and unique.

"Among the results accomplished by the conference and examination may be mentioned the following:

(1) The entire force of deputies was assembled at Madison and returned to their districts so quietly and expeditiously that it was hardly known outside the department that they had been withdrawn from their stations for three days.

(2) The state warden thus had opportunity of meeting his entire force and giving personal instructions regarding certain features of

their work.

(3) The entire force was subjected to a uniform physical and mental test and its present status recorded in a way never before attempted.

(4) The men had an opportunity to confer with the head of the department, to become acquainted with each other, to acquire useful information from deputies assigned to similar duties in different parts of the state. and thus receive a new stimulus for their work.

(5) The importance of the practical outdoor tests given by the Civil Service Commission was fully demonstrated by the medical examination. The desirability of including simple tests for hearing and

eyesight in future entrance examinations was also brought out.

(6) The Civil Service Commission succeeded in working out a definite plan for promotional examinations, a scale for rating the papers, and tests for candidates for supervisory positions, which were eminently fair to the men and satisfactory to the game warden department. This examination proved to be a stimulus to the deputies in pre-Paring for it, a stimulus for future work, and was not discouraging in any way to the rank and file.

(7) Not the least important result was the association of three departments of the state—the office of the state warden, the Civil Service Commission and the state university—in a united effort to make the conference a success, and a realization that through such cordial cooperation far-reaching results might be attained which would redound

to the benefit of each department. *

REPORT OF THE STATE CIVIL SERVICE

he record of legislative employments under the civil service li already been made public. The following charts and tables, ba on dependable records, summarize in brief the effect of the app

on of the civil service law.

Comparative Daily Salary Cost of Legislative Employees

CANIDY . LATINO LAS
Comparative Emplos Legislative States Legislative States
Comparative Emples Legislative States In Nine States Civil Service
i is under Civi
Legislative States In Nine States In Nine States States In Nine States In Nine States States In Nine States In
Luisconsin. Wisco
Wiscolia. \$313.
= 56462
10wa.\$564.62
11011
\$685.13
Oregon. # 685.73
71869
resota.
Minnesota. \$718.69
" agi 47
45 ()) · · · · · · · · · · · · · · · · ·
Luisois, #
Illinois. # 0
Illinois. \$\$ 891.47
visornia, #990.
visornia, #990.
visornia, #990.
California, \$\$990.0
California, \$\$990.0
California, \$\$990.0
California, \$990.0 Pennsylvania, \$1172.
California, \$990.0 Pennsylvania, \$1172.
California, \$990.0 Pennsylvania, \$1172.
California, \$\$990.0

Average Salary Cost of Legislation in Wisconsin

.53 3ill ions 37 \$44.55
per Bill
Sessions
1891
to
1905

this connection Mr. Robert Catherwood of the Illinois Civil Servteform Association, said:

Illinois we have a scandalous situation. Legislative employes exempt from civil service. An investigation was made sometime and it was found they had thirty men to open and shut ventila. A great number of these employes did not take the trouble to up at all, they were simply on the pay roll.

rdner Colby, writing from New Jersey, said:

believe your system of selecting legislative employes according to t and fitness would do away with the evils attendant upon the ibution of legislative patronage. These evils have assumed a proportion in this state. Not only are those who fill the posito a large extent utterly incompetent, but at least two-thirds of jobs are mere sinecures."

S. Irvine, sergeant-at-arms of the Wisconsin assembly, in speakof the efficiency of legislative employes under civil service, said:

was a member of the legislature in 1903, and again in 1905. I sergeant-at-arms of the assembly in 1907, 1909 and 1911. I have familiar with the work of the legislative employes for ten years. le I was a member of the assembly employes were appointed

through political influence. * * * I believe the competitive method of selecting employes has resulted in an improvement of over 100% in efficiency. The present employes are more punctual, better qualified and render better service. * * * Civil Service has the effect of securing better discipline. * * * I have been compelled to discharge but one man for improper conduct and inefficiency during three sessions."

C. A. Leicht, sergeant-at-arms of the Wisconsin senate, said:

"I believe the service of employes has been greatly improved through the selection of employes by civil service examinations. The new manner is much better than the old one. * * I have known many incompetents to hold positions before the civil service law was enacted who were not taken out of service for fear of the wrath of senators or assemblymen. Now * * * if an employe be found incapable of performing the duties required, he will be promptly discharged without fear of the result."

C. E. Schaffer, chief clerk of the Wisconsin assembly, said:

"I have been connected with the legislature for seven sessions. * '

* I do not believe there is any comparison in the efficiency, quantity or quality of the work of present employes with the employes of the legislature before the civil service law became effective. * * Before the civil service law became effective employes were appointed at the instigation of members not because of their qualifications, but because they were constituents, or because they rendered service during the campaign. * * I have found it necessary to remove but one employed and that for misconduct. The attitude of members of the legislature is almost unanimous in favor of the present system."

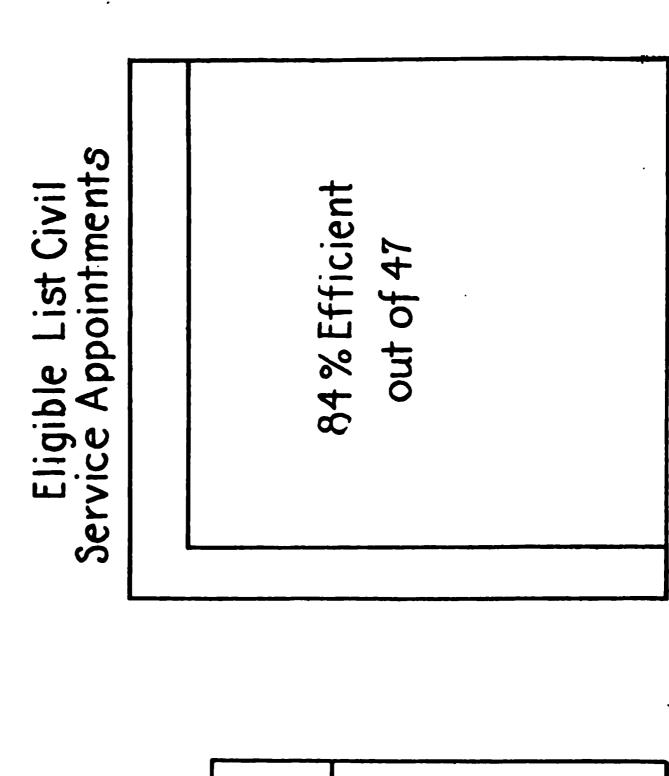
GAINS IN EFFICIENCY.

The following chart shows the relative efficiency of persons in the employ of a single department, some of whom were employed before the civil service law went into effect. The department in question has eighty-two employes. The head of the department, in the regular course of business, makes his report of the efficiency, conduct and habits of each employe without reference to his previous tenure and without considering whether or not these persons were selected from eligible lists. His report shows that 84 per cent of the persons in his employ selected from eligible lists, are entirely satisfactory in every way. Of the 35 persons in his employ, who were in the service when the civil service law went into effect, 48 per cent are marked satisfactory. Similar statistics can be provided concerning the employment of janitor and clerks at the university.

It is not possible to state in figures to what extent the service habeen improved since 1905. The secretary of state in his 1910 biennia report said:

"From 1900 to 1910 six of the largest administrative branches o state government have had their duties more than doubled. The ir crease in office expenses and salary rolls of the several department named during the same period has been extremely small."

A Study of Efficiency in One State Department
This department has 82 employees - 35 of whom Were IN Service in 1905



Original Employèes
48% Efficient
out of 35

The secretary had reference to the executive department, state department, treasury department, offices of attorney-general, state superintendent and insurance commissioner. His figures in that report show a thirteen per cent increase in salary cost. Not including the office of the attorney-general, the increase in cost was only 7% per cent. If the figures given by the secretary of state are correct, then it would appear that the employes of the departments herein enumerated have been doing nearly twice as much work as was previously done by the same number of employes under the spoils system. President Van Hise of the university said in 1911: "Upon the whole the civil service commission has been a help rather than hindrance to us." Superintendent Bowron of the Green Bay Reformatory at Green Bay said: "The service is improving in the character of the men certified." Tax Commissioner George Curtis said: "I believe that the law makes for a higher grade of service."

HAVE POLITICS BEEN ELIMINATED?

It is not possible to state to what extent political considerations have been eliminated on the part of appointing officers and boards. The civil service commission cannot ascertain the political affiliations of persons now in the service. It would be improper for the commission to attempt to do so, nor does any member of this commission know the political affiliations of any large number of state employes. The right which an appointing officer has to select from one of three persons certified does give an officer, who is so minded, opportunity sometimes to base his choice upon political affiliations, but it is believed that in more than ninety per cent of all cases of appointment no attempt is made to ascertain the political affiliations of persons certified.

A more pernicious and more pronounced phase of favoritism, however, is found in the practice of selecting relatives by blood or marriage. This form of favoritism is most noticeable in the legalized exempt positions in the capitol. In Minnesota the State Board of Control has adopted the following rule:

"The superintendent of any institution shall not employ or retain in his employ any relative either by blood or by marriage for any position or duty in his institution, nor shall he employ or retain in his employ any person who is related by blood or marriage to the head of the department or to the officer to whom such employee should be directly responsible in said institution."

Within the competitive class of the classified service this pernicious practice is almost entirely eliminated. Appointing officers welcome the protection which the law gives them from the importunities of persons of influence who seek to load incompetent relatives and friends

upon them. In the main the routine administration of the law accomplishes its purpose.

It is safe to say that the existence of a fairly well administered civil service law has done much to increase the confidence of the general public in the state administration, and this in turn has given the people, through their representatives, confidence to go forward, to add to the powers of officers, boards and commissions. The law has been administered on the theory that right precedents should be established for the future, on the theory that new functions, new burdens and responsibilities will be assumed by the state, and that state supervision and control will be gradually extended, as political and economic problems become more complex. An assured and permanent elimination of the spoils system is a prerequisite to this forward movement.

CRITICISMS ANSWERED.

Without attempting to take up and answer all possible criticisms that may be made of the law and its administration, a few of the more common adverse comments that have come to our notice in the past seven years are discussed as follows:

1. It is frequently claimed that the best and most desirable candidates will not consent to enter competitive examinations.

This argument had much force at the outset and the adverse attitude of some public officers and newspapers served to give point to the Objection. Desirable candidates will not seek examination if there is any doubt in their minds in reference to the sincerity of those who are administering the law. The statistics in the accompanying tables show a steady increase in number of applicants, and statistics are available to show that the quality of candidates has steadily improved. The best candidates will not circulate petitions or get into a political scramble for office.

The commission has held successful examinations for positions where peculiar and exceptional qualifications are necessary. Among them may be mentioned the following: rural school inspector, assistant attorney-general, attorney for the department of the state fire marshal, inspectors of creameries and cheese factories, assistant physician, superintendent of construction, principal of the industrial school, accountants, statistician, chief deputy oil inspector, chief clerk, factory inspector, assessor of incomes, city sealer of weights and measures, parole agent and farm superintendent. The statistics of examinations held during the years 1910 to 1912 showing number of persons applied, number of persons examined, etc., are set forth in the following table.

STATISTICS OF EXAMINATION.

Competitive Examinations, July, 1910—July, 1912.

Kind of Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number failed.	Kumber
1. Accountant (a) Expert	,]	10	10	_]	5	İ
(b) Junior	1 2	10	10 58	5 28	25	
2. After-care Agent 3. Architectural Draftsman	1	18	17	11	2	}
4. Actuary—2d Assistant	i	2 7	1 6	2	4	Ì
5. Assessor of Incomes	8	300	276	114	160	}
6. Asa't Inspector—Including Civil, Electrical, Mechanical Engineering,		Ì				
and Eng. Computer	6	48	47	36	11	
7. Ass't Press Bulletin Editor	1	10	9	6	8	
8. Attendant (Total number applied estimated)	30	428	428	892	90	
9. Attorney-General—1st and 2d Asst	2	52	48	36	12	
 Cadets to West Point and Annapolis Carpenter—Including Head Carpenter 	2	78	77	15	62	1
and Sup't Construction	4	184	116	38	78	
2. Chemist—Assistant	2 3	12 230	12 290	2 104	10 185	
13. Oity Sealer	°	230	250	100	100	
(a) General and Pen Copyist	2	581	588	346	187	İ
(b) Local and sub-clerk	1	128 56	136 56	98 29	42 27	
(d) Index Clerk and Librarian	1	28	24	8	16	
(e) Statistical	2	87	71	29	42	
15. Engineer— (a) Ass't Eng. and Exp. Elec	1	16	14	18	1	
(b) Electrical	1	25	22	6	16	
(c) Steam grades a, b, c	8	86 42	74 80	39 14	31 16	
l7. Fireman	8	87	29	26	3	
18. Fire Marshal		111	102	22	80	
Univ. Hill Farm, State Institutions,				1		
University Grounds		120	104	26 31	77 21	
20. Forest Ranger		66 441	52 365	185	224	
22. Greenhouse Man	2	7	6	3	3	`
23. Guard		102	86	49	23	
keeper Gen. and Cottage		54	46	13	31	
25. Inspector—		ļ		ı	1	1
(a) Cheese Factory, Dairy and F. and Creamery, Dairy and			١.	1	ŀ	ļ
• Food	5	77	60	8	60	
(b) Woman—Factory		78	34 68	16	24 51	
(d) Safety Devices		44	44	12	31	1
(e) Oil—Chief Deputy		78	7 70	41	29	
(f) Oil—Deputy(g) Fire Prevention	1	8	3	2	i	
26. Janitor-Including, Capitol, Univer	- ¦		146		50	1
sity, and Normals27. Laborer—Capitol		179 52	142	79	10	
28. Laundryman	. 2	8	8	7	0	1
29. Legislative Positions		512	407	234	179	
Guard	. 2	19	16	16	0	, [
31. Painter	. 2	25	22	18		:
82. Parole Agent83. Physician—State Institutions		98	92	33	58	

STATISTICS OF EXAMINATIONS.

petitive Examinations, July, 1910, to July, 1912—Continued.

f Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number failed.	Number rejected.
	2	9	9 1	9	0	0
ert	1	7	6	1	0	0
• • • • • • • • • • • • • • • • • • • •	2	26	23	12	11	0
liversity Creamery	2	3 0	26	22	4	0
it—Tax Commission	1	31	24	11	13	0
•••••••	3	18	12	8	3	1
• • • • • • • • • • • • • • • • • • • •	6	659	547	254	287	6
and Bookkeeper	1	14	14	7	7	0
and Clerk	1	11	11	11	0	0
and Proof Reader	1	4	4	4	0	0
Assistant	1	14	12	4	8	0
ss't Sup't Free Employ-						
66	4	238	219	32	185	2
treet Trades	1	32	32	7	25	0
te Institutions	3	13	18	6	6	1
perator	1	37	37	13	24	0
80	7	27	23	15	7	1
	2	70	51	39	9	3
Bookkeeper	1	6	6	8	2	1
Clerk	1	11	11	11	0	0
Local Ass't	3	118	112	82	29	1
State Park, Devil's Lake	1	32	31	10	21	0
ve		146	146	146	0	0
•••••••		109	109	88	26	0
ıl	186	6,859	5,655	2,890	2,665	100

nt is sometimes made that civil service procedure is slow; too long to fill a vacancy by competitive examination. ermits temporary appointments when there is no eligible examination. The procedure is slower than would be reies, but the average time required is very much less than ed by the U.S. Civil Service Commission in making up ists. With the inauguration of the mailing list system ed to, competitive examinations can be advertised and held apleted within a period of two weeks. Local lists are pre-) or three days. State lists on an average consume from irty days as a rule. Delays in filling positions by competition are sometimes due to the failure of a public officer to notice to the commission of his needs. Officers have come le importance of keeping in touch with the civil service at this point and there is now less complaint of delays fore.

een suggested that appointing officers should be given an to share in the work of examining candidates. It has also ed that officers are given too much opportunity to share in

the work of the examination and that as a result there is danger of favoritism.

The commission has found it difficult to satisfy the best needs of the service and at the same time to steer a clear course between these con tending theories. It is a physical impossibility with the present small office force and with the present limited appropriation, to examine a kinds of candidates for all classes of the service without calling fo the assistance of experts in the service, especially in new and untrie In any event, to get the best results the commission examinations. must consult public officers relative to the duties of the position, the character of the work to be done and frequently must call upon en ployes in the service for assistance in preparing questions and in man ing papers. The commission consults officers but retains absolute dependence and exercises an independent final judgment. The ce mission realizes that great care must be exercised to insure absolute justice. If persons in the service or elsewhere are called upon to mag papers, the commission seeks to verify results by having these paper marked by more than one person. Care is exercised to prevent inte ested persons from sharing in the work. In marking the written pe pers care is taken to conceal the identity of candidates from examiners The commission acts upon the theory that its functions are not to prepare all examination questions and to examine all candidates, a physically impossible feat, but always it is responsible for such examinations and takes all necessary measures to insure a just and reliable determination of relative merit and fitness. The office files of the com mission contain sufficient evidence to show that efforts either by put lic officers or others to have special favors shown designated person regardless of merit and fitness have usually failed. But the stronge protection to worthy candidates lies in the fact that a wise pub officer realizes the great advantage to himself in having competent ployes regardless of their personal, political or religious affiliation

4. Occasionally a candidate standing highest in a certification passed over by an appointing officer in favor of a second or third son on the list.

In a case of this kind there is nothing to be said. The law given officer authority to choose among three persons certified and stability to an eligible list. It is his duty under the law to exercisely of choice and to determine for himself whether for the parposition in question the first, second or third person is in all best suited for the place.

5. It has been urged before legislative committees having cice legislation under consideration that this commission is ably unyielding in reference to exemptions and some publication urged that more positions should be classified, exempt o petitive.

The commission holds that the successful operation of civil service law is a process of evolution, that competitive examinations become popular, and, as a matter of course, if the commission consistently adheres to the competitive system; the commission holds that the quickest way to destroy the intended effect of the law is to weakly yield to every demand for special exemptions. The whole history of the operation of the law in Wisconsin during the last five years bears the commission out in its original theory that the competitive system will succeed better to-morrow if adhered to to-day. Officers have from time to time justly urged that the commission does not know enough concerning the peculiar needs of their departments. The remedy lies not in exempting positions in these departments from competitive examination, but in providing the civil service commission with a sufficient appropriation to enable it to meet the needs of the service adequately.

It has been urged that a position in which an employe sustains confidential relations to his chief should be exempt. "All public servants are in their nature coemployes of the public, serving the same master in the same disinterested way. There can be no violation of confidential relations between the appointing officer and the subordinate which is separate and distinct from the violation of such relations between them and their common master. Any man who violates this relation should be dismissed. Any other hypothesis assumes that the employe owes a duty to his chief which is separate and distinct from that which he owes the public, which is of course absurd. Confidential employes ought to be appointed by competition and should never be exempted."—(Glenway Maxon.)

In this connection it is held that because merit and fitness cannot be determined by a written examination positions ought to be classified exempt. There is nothing in the law to necessitate written examination as a part of competitive selection. The old idea of limiting examinations to what can be put in writing is exploded, and it is now pretty generally understood that the commission may base selection upon previous experience, education and personal qualities, determined by references and by an oral examination; may, in fact, use any reasonable method best suited to the specific case.

6. It is said that eligible lists do not always contain names of persons best fitted for the work.

At times there is basis for this complaint. There always will be and under any system such a complaint might be made. The best men are in demand everywhere and the salaries paid by the state do not as a rule measure up to salaries paid by private corporations for similar vervice. As a rule the eligible lists made up by the civil service commission are of persons who are actually making good in private employment. This is shown by the fact that a large number of temporary ap-

pointments are made of persons not on any eligible lists. The commission finds it very difficult to secure from any of it eligible lists persons wishing to accept temporary jobs. The study of the history of probationary appointments shows that less than five per cent of all persons appointed on probation are dropped during the probationary period. Reports of public officers, concerning employes selected from eligible lists, generally confute the charge that as a rule eligible list persons are not most desirable. Of forty income tax assessors appointed on probation by the state tax commission in January only one person has been dropped for cause during the probationary period. Of eighty-five legislative employes appointed in 1911 two persons were dismissed for cause.

7. It is said that undesirable and unworthy employes are protected in the civil service, that their tenure is made more secure.

Under rulings of the supreme court officers have the right to discharge for cause, and no officers have since made complaint that they are unreasonably hampered in their right to dismiss unworthy employes. If unworthy employes are continued in the service, the civil service commission has no jurisdiction over the matter.

DEPARTMENTAL ORGANIZATION AND EFFICIENCY.

One of the first objects of the civil service law is to secure increased efficiency in the public service. That selection and appointment according to merit and fitness determined by competitive examination does increase the efficiency of the service to a marked degree is an established fact. But the experience of private corporations and of other states and cities shows that original wise selection of employes does not alone insure their continued efficiency in the service. Other elements must be taken into consideration.

Departmental efficiency depends in part upon effective supervision and departmental organization. Efficiency is "doing the right thing in the right way at the right place and at the right time." The right man must be adjusted to the right work and his work must be coordinated with the work of his associates. To get this result there must be effective supervision and an efficient organization. There must be fixed responsibility. There must be an esprit de corps. There must be a right adjustment of salaries to duties and responsibilities and a uniform and equitable rule governing advancement in the service. In order that the work of a department may be most effective there must be provision made for, and opportunity given, employes, who have capacity, to advance in knowledge and skill and ability in order that they may go forward in the service according to their abilities and their ambitions, and these conditions must be provided in order that ambition may not be killed and interest in the work deadened.

Many large private corporations have in recent years made great strides in the solution of the problem of internal efficiency. The consolidation in recent years of allied functions in private enterprises under one management has enabled private companies to make very rapid and marked gains in this direction. Such consolidations have made possible the bringing together of large groups of employes performing the same or similar services into comparison with one another so that quality and quantity of output can be measured with exactness and salary standards definitely fixed. These consolidations of allied functions have made it possible to create apprentice schools for the instruction of employes having capacity to learn and by that means to become more valuable to their employers.

Large private concerns have their own employment agencies and through these have worked out methods of getting into touch with desirable candidates and arriving at their relative merit and fitness. Promotion rules are in force with many of these companies. Definite accurate daily reports are made concerning individual employes and advancement in the service is based primarily upon these records.

In private employment the question of efficiency starts with original selection and goes clear through the service to the end. It includes the keeping of efficiency records, right adjustment of salaries to duties, accurate records of the quality and quantity of the output of each employe and a constant study of internal supervision of separate departments and right adjustment of separate departments to each other.

WHAT HAS BEEN DONE IN OTHER JURISDICTIONS.

The city of Chicago created an efficiency division of the civil service mmission which, under the direction of the civil service commission ade a study of the functions of the various municipal departments, he number of employes, the assignment of duties, the adjustment of laries to duties, lines of supervision and control, output both departmental and individual, and systems of measuring and recording and eporting the quality and quantity of output. This study showed that me employes were underpaid, that others were overpaid, that the lines of jurisdiction of separate departments overlapped, that there much waste due to duplication of work, that responsibility for supervision was not fixed and definite. Under the Chicago commission many reforms were effected and the various departmental activities have been placed upon a very much more businesslike basis.

EFFICIENCY REPORTS.

Each department head in Chicago is required to make a report to the civil service commission on forms furnished by the commission, concerning the attendance, conduct and quality and quantity of work



of each employe. If the mark received by an employe is extremedally low or extremely high the commission through its efficiency division makes personal investigation of the employe in order to verify the mark and to determine whether justice has been done. If his mark is justifiably low he may be removed. If it is justifiably high he may be eligible for promotion.

This study by the efficiency division of departmental organization and of the work of individual employes stimulates department heads to do more effective supervision and reduces to a minimum the opportunity to show favoritism in individual cases. It does more than that, however, it reacts beneficially upon the work of the examining division of the civil service commission, enabling the commission to devise more effective systems of examination and to determine with greater certainty the relative merit and fitness of candidates who appear in competitive examination.

This consolidation of functions in the civil service commission is on the whole an economical arrangement. The employes of the efficiency division become expert examiners and the criticism which is often made that civil service commissions are not well enough informed to conduct open competitive examinations for specialized service is removed.

THE POWERS OF THE ILLINOIS COMMISSION RELATIVE TO DEPARTMENTAL EFFICIENCY.

In the light of Chicago's experience the people of Illinois by a three to one vote instructed the legislature to extend the powers of the state commission. The following are some of the unique features of the Illinois law enacted in 1911:

The entire service is divided into the unclassified and classified service. There is no exempt class of the classified service. The commission has no power to classify a position exempt or noncompetitive. Laborers are selected competitively.

The commission may admit residents of other states when it is deemed best for the service to do so.

The appointing officer must appoint on probation the person standing highest on the list. He has no choice as in Wisconsin among three names.

The civil service commission must prescribe by rule the grade of each position and the maximum and minimum pay for each grade. In order to do so the commission must first ascertain the duties to be performed in each position and then all positions in which the duties to be performed are similar are placed in the same grade. The maximum and minimum pay for all positions in the grade is then are

rived at. The Illinois legislature wisely left the matter of internal salary adjustments to a commission acting under a general statutory rule.

EFFICIENCY INVESTIGATION IN WISCONSIN.

Early in January, 1912, the state board of public affairs, acting under authority of law to "prescribe and direct the use of standards and records of efficiency of employes" and "to coördinate by mutual agreement with the several public bodies their investigations," invited the civil service commission to join with it in making a preliminary study of departmental organization and efficiency, salaries, classification of service according to duties, and methods of keeping efficiency records.

After conference the civil service commission authorized the joint employment of G. L. Sprague for temporary service to work under joint direction and to collect necessary data and to report with recommendations.

Mr. Sprague devoted five months to the work and then withdrew to manage a private business in the East. His investigation was, therefore, incomplete. A detailed report of his investigations consisting of 500 typewritten pages, was made in duplicate to the board of public affairs and to this commission. Thirty out of forty-five separate administrative departments were visited. Employes were interviewed receiving their experience, the nature of their work; records, books. The sand indices in the hands of employes were examined and the information concerning duties assigned and salaries received was entered upon classification cards, grouped by departments and filed with the civil service commission. Classification and salary charts of the present service were submitted, together with charts showing recommended reclassification and salary changes.

In the main, matters discussed in Mr. Sprague's report properly come thin the jurisdiction of the board of public affairs and will receive consideration at their hands at the proper time.

The facts set forth in the report are sufficient to show that conditions exist in the Wisconsin state service similar to the conditions found to exist in Chicago and Illinois at the time when the above efficiency commissions were created, but undoubtedly in less aggravated form.

RECOMMENDATIONS.

In the light of our experience in the actual administration of the civil service law for seven years, and in the light of all the facts which the records of this department contain, we make the following recommendations:

- 1. Salaries of employes in the classified service are not in all care adjusted to duties and responsibilities. Where salaries are fixed statute a minimum and maximum figure should be named and pression should be made that the minimum salary shall be the beginn salary and that the maximum salary may be received only after a sonable length of service and in accordance with merit and fitness subject to promotion rules.
- 2. Salaries fixed by appointing officers, boards and commissions not uniform. Inequalities cannot be corrected until all positions have been classified according to the duties and responsibilities by a commission empowered to do this work. In the main salaries in the plic service are not higher than salaries paid by private concerns similar service. But there are numerous inequalities that should adjusted. This work of readjustment could be done most economically this commission. It is directly related to the work which the commission now has to do and all or nearly all of the data on which such classification would rest is to be found in the files of the commission.
- 3. Earlier in this report we have called your attention to the visions of the Illinois civil service law enacted in 1911. More specally, we recommend a careful consideration of the following presions:
- a. The Illinois civil service commission has power to prescribe rule the grade of each position and the maximum and minimum p for each grade.
- b. In this connection the commission is required to establish title for all positions in the classified service.
- c. The commission is directed to investigate the efficiency of office and employes and groups of officers and employes and to report to to officer in charge its findings.

We believe if a suitable appropriation is made to carry out the p visions of such an enactment that this commission would be in a sition to render valuable assistance in an advisory way to varid departmental heads relative to organization and supervision of e ployes and methods of measuring and recording quality and quant of output.

We do not recommend that the civil service commission be given bitrary power in reference to these matters. It should be given power to investigate individual and group efficiency and to report. Its powerbould end there. Such an arrangement would conduce to closer operation among department heads and would react beneficially up the examining division of the civil service commission.

4. We recommend a gradual extension of the application of the morphic principle. Many positions now of the exempt class or of the unclified service should be brought within the competitive class or sho be brought within the jurisdiction of the civil service commission.

with power to classify. All or nearly all of the positions classified exempt or unclassified by special enactments of legislatures since 1905 could be brought within the competitive or noncompetitive classes.

- 5. The responsibility which now rests upon the secretary and chief examiner as the executive officer of the commission, should be shared by at least one paid member of the commission devoting all of his time to the work. We renew our recommendation that commissioners shall receive an annual fixed salary instead of a per diem limited to 100 days' service.
- Menever it is found impracticable to fill subordinate low salated positions of the competitive class by state competitive examinations, the commission should have the alternative to classify such positions noncompetitive as is now provided for in section 20, or to fill these positions through local competitive examinations of persons residing within the district where the service is to be rendered. And in the latter event such employes should have the same right of promotion as is accorded persons selected from state-at-large lists, except that a longer period of tenure might be required before such employes become eligible for promotion.
 - 7. For purposes of economy and in order to make competitive examination more effective in determining relative merit and fitness, the commission should be given authority to designate convenient examination centers whenever combined oral and written examinations are required.
 - 8. The commission should have authority to waive restrictions as to dizenship when in its judgment it is deemed for the best interests of the service to admit to competitive examinations persons residing in other states.

Respectfully submitted,

C. E. BUELL,

T. J. CUNNINGHAM,

OTTO GAFFRON.

Commissioners.

3—C. S.

<u>st</u> ?

THE CIVIL SERVICE RULES

In accordance with the provisions of chapter 363, of the laws of 1905, the following rules have been prepared for the regulation of the classified civil service of the state of Wisconsin:

Note: Inasmuch as the law is very comprehensive and detailed in its provisions, it has been found necessary for the guidance of the reader to reprint many of its more specific provisions in connection with the rules under the heading to which they refer. The rules prepared by the commission are numbered. The provisions of the law are designated by letters of the alphabet.

CLASSIFICATION.

RULE I.

a. The civil service shall be divided into the unclassified service and the classified service. (From section 8.)

b. The unclassified service shall comprise: All officers elected by the people. All officers and employes appointed by the governor whether subject to confirmation or not. All officers and employes in any department for the creation of which a vote of two-thirds of all the members elected to each house is required. All presidents, deans, principals, professors, instructors, scientific staff and other teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superintendent, warden or other head of the state reformatory, charitable and penal institutions. All persons appointed by name in any statute. All legislative officers. (From section 8.)

c. The classified service shall comprise all positions not included in

the unclassified service. (From section 8.)

d. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the noncompetitive class, the labor class and legislative employes. (From section 12.)

CLASSIFIED SERVICE.

RULE II.

Exempt Class.

a. Appointments in the exempt class may be made without examination. (From section 14.)

b. The following positions shall be included in the exempt class:
One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.

One stenographer for each appointing officer, board or commission. The clerks and other assistants and employes of the supreme court. (From section 14.)

- I. The commission may classify as exempt any position in the competitive or noncompetitive classes for reasons stated in section 14 of the law. A public hearing shall be granted for placing any such position in the exempt class upon the formal request of the proper appointing officer.
 - 2. Notice of such hearing shall be published at least ten days in advance in one issue of at least one daily newspaper in each of the four largest cities in the state and posted on the bulletin board in the office of the commission for the same period prior to a public hearing.
 - c. At any such hearing any taxpayer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. (From section 14.)
 - 3. In accordance with the provisions of section 14, the following positions are placed in the exempt class:
 - 2 In the office of the State Tax Commission:
 - 1. All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents.

(Readopted and amended April 17, 1907.)

- b. In the State University:
 - 1. The registrar of the university, one position.

(Classified March 23, 1906.)

2. Bona fide students employed in the university for a temporary, occasional or intermittent service at a compensation of not to exceed \$25.00 during any month while the university is in session or of \$50.00 during vacation time.

(Classified Sept. 12, 1906.)

c. In State Normal Schools:

1. Bona fide students employed in the state normal schools for occasional, temporary or intermittent service at a compensation of not to exceed \$25.00 for any one month during the school year or of \$50.00 for any one month during vacation periods.

(Classified Sept. 12, 1906.)

- d. In the office of the State Superintendent of Public Instruction:
- 1. All members of the Board of Examiners for state teachers' certificates, three positions.

(Classified March 23, 1906.)

36

- e. In the employment of the State Civil Service Commission:
- 1. The position of local examiner for the Civil Service Commission where the compensation does not exceed \$50 per annum.

(Classified August 10, 1907.)

- I. In the State Geological and Natural History Survey:
 - 1. All members of the scientific staff.

(Classified March 23, 1906.)

- g. In the State Penal and Charitable Institutions:
 - 1. The Chaplain.

(Classified March 23, 1906.)

- h. In the department of the State Dairy and Food Commission:
- 1. Special counsel as provided for in section 1410—a, statutes of 1898, as amended by chapter 193, laws of 1905, and expert agents for the inspection of cheese factories and creameries, when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

- i. In the office of the Commissioner of Insurance:
- 1. All positions as insurance examiner for occasional temporary service, where the compensation is in fees paid by insurance companies, until September 16, 1912.

(Adopted Sept. 16, 1911.)

RULE III.

Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the noncompetitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following classification:

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

- Group A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not other wise specifically provided for herein.
 - Subdivision 1. Secretaries, chief clerks.
 - 2. Clerks, recorders, registers, copyists.
 - 3. Clerks with special educational requirements.

- 4. Bookkeepers, accountants.
- 5. Stenographer and typewriter.
- 6. Pages, office boys and girls.
- up B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.
- up C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.
- ubdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
 - 2. Matrons.
 - 3. Storekeepers.
 - 4. Prison and reformatory keepers and guards.
 - 5. Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
 - 6. Protectors of forest fisheries and game.
 - 7. Messengers, attendants and watchmen.
 - 8. Janitors.
- oup D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.
- Subdivision 1. Civil engineers.
 - 2. Levelers, surveyors, rodmen.
 - 3. Chainmen.
 - 4. Architects.
 - 5. Architectural draftsmen.
 - 6. Engineering draftsmen.
 - 7. Chief engineers.
 - 8. Electrical engineers, dynamo tenders, electricians.
 - 9. Steam engineers, firemen, engine drivers.
- oup E. Inspectors, which term shall include all positions the duties of which are the inspection of materials or workmanship or the supervision of laborers.
- ubdivision 1. Superintendents of construction or repairs when not civil engineers or architects.
 - 2. Inspectors of masonry, ironwork and other materials and workmanship.
 - 3. Electrical inspectors.
 - 4. Overseers, foremen.
- up F. Special agents, which term shall include all positions requiring investigative and detective ability.

- Subdivision 1. Examiners for the insurance department.
 - 2. Examiners and special agents for state office boards and commissions.
 - 3. Deputy factory inspectors.
 - 4. Inspectors of foods.
 - 5. Inspectors in the educational department.
 - 6. Agents for state institutions.
 - 7. Oil inspectors.
- Group G. Law positions, which term shall include all positions requiring some legal knowledge.
 - Subdivision 1. Attorneys, law clerks, brief clerks, statutory revision clerks, clerks in other offices whose duties require some legal knowledge.
 - 2. Corporation examiners and clerks.
- Group H. Medical positions, which term shall include all positions requiring medical or pharmaceutic knowledge.
 - Subdivision 1. Physicians and surgeons.
 - 2. Medical examiners.
 - 3. Medical internes.
 - 4. Health officers.
 - 5. Sanitary experts and inspectors.
 - 6. Pharmacists, apothecaries.
 - 7. Veterinarians.
- Group I. Mathematics, which term shall include all positions requiring special mathematical qualifications.
 - Subdivision 1. Actuaries, statisticians, computers.
 - 2. Expert accountants.
- Group J. Scientists, which term shall include all positions requiring special scientific knowledge.
- Group K. Agriculturists, which term shall include all positions requiring agricultural or horticultural knowledge, including arboriculture and the breeding and care of domestic animals.
 - Subdivision 1. Agriculturists, farmers.
 - 2. Horticulturists, gardners, arboriculturists.
- Group L. Instructors, which term shall include all positions, the duties of which are scholastic instruction or to educate or test the ability to instruct.
 - Subdivision 1. Principals of schools.
 - 2. Teachers in all branches, other than such as are otherwise specially provided for in this classification.
 - 3. Examiners of educational and scholastic qualifica-

- '. Mechanics and craftsmen, which term shall include all positions requiring special mechanical skill, or as tradesmen, not classed as laborers.
- 7. Miscellaneous positions, which term shall include all positions requiring expert or other qualifications not embraced in the exempt or noncompetitive classes, or in other groups in this class.
- . Unskilled laborers.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

sification of service in the state reformatory, charitable and stitutions.

Competitive.

rk. Fireman. Guards.

onal physician. Teachers, except teachers in

nurse. . schools for blind and deaf.

per. Head baker.

Head farmer.

Head gardener.

natron. Head laundryman.

ents. Bricklayer, plasterer and mason.

Carpenter.

endent of construction. Painter.
or overseer of shop. Plumber.
or of attendants. Steamfitter.
ts after Jan. 1, 1912. Shoemaker.

Tailor.

: engineer. Tinner.

Noncompetitive.

ts prior to Jan. 1, 1912. Cooks.

Dentist for occasional service.

Assistant superintendent.

varden. Supervisor of boys and girls.

ns not residing in insti- Teachers in the schools for the

blind and deaf.

Upholsterer.

t steward.

Exempt.

Chaplain.

Labor.

Assistant launderers. Watchman.

Barnman. Farm hands.

Carman. Garden hands.

Cowman. General laborers.

Dairyman. Servant.

Lawnman. Seamstress.

Porter. Kitchen girl.

Teamster. Laundress.

- 3. The omission in the above classification of any official designator appellation of a position in the service shall not exclude such sition from the classification, as it will be comprised in the group subdivision to which it belongs by the general definition and specitions of such group and subdivision.
- 4. The commission may further subdivide for the purpose of exitination and promotion the positions in any group or subdivisithereof.
- 5. The classification of all positions shall be governed solely by respective duties and functions of such positions, and in request from the commission certifications from eligible lists for selection appointment, the heads of offices shall give in detail the duties attact to such positions, and shall name so near as may be the groups subdivisions that comprise respectively such duties and functions.

RULE IV.

Noncompetitive Class.

- a. The noncompetitive class shall include such positions as are in the exempt class or in the labor class, and which it is impressable to include in the competitive class. (From section 20.)
- b. Appointments to positions in the noncompetitive class shal made after such noncompetitive examination as is prescribed by rules of the commission. The commission shall state in its an report the number of persons who come within this class, and character of their service. (From section 20.)
- 1. Noncompetitive examinations for positions in the noncom tive class shall be given to persons formally nominated for examtion to the commission by the proper appointing officer.
- 2. Applicants for noncompetitive examinations shall fill out make oath to the proper application paper, and may file such part any time before undergoing an examination.
- 3. The noncompetitive examination shall conform as nearly practicable in subject matter and marking to the competitive amination of the same grade.

Section 4. In accordance with the provisions of section 20, the following positions are placed in the noncompetitive class:

- a. In the Office of the Railroad Commission:
- 1. All consulting railway expert statisticians rendering occasional service to the commission.

(Classified May 24, 1906.)

2. The position of special agent, one position.

(Classified Sept. 18, 1907.)

- b. In the Department of the State Treasury Agent:
- 1. All deputy treasury agents whose compensation, as shown by the record of the previous year, is less than \$300.

(Classified May 24, 1906.)

- c. In the State University:
- 1. The position of state organizer for university extension until Jan. 1, 1910, after which time the position shall be filled by competitive examination whenever a vacancy in the position shall occur.

(Classified July 19, 1906, and readopted Dec. 12, 1908.)

2. The position of stenographer, one position; in the department of economics.

(Classified Feb. 20, 1907.)

3. The position of farmers' institute conductor and assistant in farmers' institutes (all positions), as provided for in section 1494—b. Revised Statutes, 1898.

(Classified October 22, 1906.)

4. The position of matron of Chadbourne Hall.

(Classified June 16, 1908.)

5. One position as bookkeeper and instructor in accounting in the university extension.

(Classified September 14, 1909.)

6. The position of nightwatch at Chadbourne Hall.

(Classified Feb. 25, 1911. Approved Feb. 25, 1911.)

7. One position as secretary and stenographer to the dean in the University extension, until September 23, 1912.

(Classified March 23, 1912. Approved April 3, 1912.)

- d In the Departments of the State Tax Commission and State Railroad Commission:
- 1. Persons employed jointly by the state tax commission and state railroad commission in determining the physical valuation of the

steam railroads and the street railway and public utility propertie of the state of Wisconsin, and in technical matters related thereto, a follows:

One assistant engineer.

In each major division of the staff engaged in the joint technical work, according to the organization approved by the two state commissions served by said engineering staff:

One chief of division.

One or more field inspectors.

One or more assistant field inspectors.

(Classified October 27, 1910.)

- 2. One position as chief of the income tax bureau until July 25, 191 (Classified July 25, 1911. Approved August 2, 1911.)
- 3. Until Sept. 20, 1913, two positions in the office of the tax con mission known as working fellowships in taxation, and in the office of the railroad commission four positions, two of which shall be known as working fellowships in transportation and public utilities, and two as working fellowships in engineering, for half time service where the compensation does not exceed \$600 per annum, appointment to be made from lists of persons qualified to do post-graduate work is subjects allied in character to the work assigned by the commissions and selected by the regents of the university according to the usual method used in the appointment of persons to fellowships.

Until September 20, 1913 two positions to be known as working fello ships in insurance, under the conditions named in Rule IV, d-3.

(Classified Sept. 26, 1911. Approved Oct. 5, 1911.)

- 4. Until January 16, 1913, one position as first assistant to the sup€ visor of income tax.
- 5. Until January 16, 1913, the position of deputy income tax assessor for local temporary service in the various assessment district where additional assistance is needed and where this service is limited to four months.

(Classified Jan. 16, 1912. Approved Jan. 31, 1912.)

6. Until February 1, 1913, one position as expert accountant half time employment jointly with the state board of public affairs.

(Classified Feb. 10, 1912. Approved Feb. 24, 1912.)

- e. In the Department of the Superintendent of Public Property:
- 1. One position as coachman and caretaker at the executive residence.

(Classified November 20, 1908.)

2. One position as secretary for the committee on Industrial I: surance, appointed by the legislature of 1909.

3. One position as secretary for the joint committee on Insurance of Bank Deposits.

(Classified August 19, 1909.)

- 1. In the Office of the Capitol Building Commission.
 - 1. One position as assistant to the secretary.

(Classified Sept. 24, 1910.)

- g. In the Office of the Wisconsin Grain and Warehouse Commission.
- 1. All positions as inspector, deputy inspector, weighmaster, deputy weighmaster and bookkeeper, until July 14, 1912.

(Classified July 13, 1911. Approved July 25, 1911.)

- h. In the Department of the Industrial Commission.
- 1. One position as deputy in charge of the state free employment bureaus, until August 19, 1913.
- 2. One position as deputy acting as safety inspector in the employ of the industrial commission until August 19, 1913.

(Classified Aug. 19, 1911. Approved October 6, 1911.)

- In the Department of the Legislature:
- 1 All positions as secretary of the legislative investigating committees when the legislature is not in session, until January, 1913.

(Classified Sept. 16, 1911. Approved October 6, 1911.)

- In the Office of the Commissioner of Insurance:
- 1. Until March 19, 1912, one position as clerk employed to investigate provisions of accident and sick benefit policies and to prepare a standard policy.

(Classified Dec. 19, 1911. Approved Feb. 12, 1912.)

Note: Extended until July 1, 1912.

- k In the Department of Industrial Education:
- 1. Until December 13, 1912, all positions now of the competitive class in the Stout Manual Training School of Menomonie.

(Classified June 13, 1912. Approved June 25, 1912.)

- 1 In Penal and Charitable Institutions:
- 1. Until January, 1914, the position of attendant.

(Classified Jan. 16, 1912. Approved Jan. 31, 1912.)

- m. In the Department of the State Board of Health and Vital Statistics.
 - 1. Until March 30, 1913, one position as sanitary inspector.

(Classified March 30, 1912.)

- L. In the joint employment of the State Board of Public Affairs and the State Civil Service Commission:
- 1. For a period not to exceed six months, one position as efficiency expert at a total combined salary not to exceed \$1,500.00.

(Classified Jan. 16, 1912. Approved Jan. 31, 1912.)

- o. In the Office of the State Treasurer:
 - 1. The position of night watch.

(Classified Jan. 19, 1911. Approved Jan. 27, 1911.)

RULE V.

Applicants.

- a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- b. The commission may require in connection with such application such certificates of citizens, physicians, or others having knowledge of the applicant as the good of the service may require. (From section 11.)
- c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the pre-liminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility or appointment, or refuses to furnish testimony as required in section VII of this act. (From section 11.)
- e. Whenever the said commission refuses to examine an applicant or after an examination to certify an eligible, as provided in this section then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify as the case may be. (From section 11.)

RULE VI.

Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:
 - 1. His full name, residence and post office address.
 - 2. His nationality, age and the place and date of his birth.
 - 3. His health and his physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may be reasonably required touching the applicants merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From section 11.)

-

Thenever an application is rejected or whenever an applicant o pass an examination, notice of such rejection or failure to pass nation shall be mailed to the applicant.

RULE VII.

Examiners.

The commissioners may designate persons in or out of the official e of the state or of any city or county who shall, if in the service, the consent of the head of the department or office in which such a serves, act as local examiners. (From section IV.) such persons in the official service in the performance of such dust the commission shall direct, shall be under the direct and sole of the commission, and their duties shall be considered part of ties of the office in which they are serving, and time shall be altherefor during office hours and no compensation shall be paid officers for such service. (From section IV.)

n preparing examinations of a technical or special character, or the requirements are peculiarly within the knowledge of the deent in which appointment is to be made, the chief examiner shall discretion consult with the incumbent of such office or with the of such institution or department or with such other persons as have knowledge and experience in matters pertaining to the extition and shall use his judgment in selecting questions from the submitted by them.

RULE VIII.

Local Examiners.

The civil service commission shall appoint at least one local exng board for each county.

(As amended June 27, 1907.)

The local board shall be nonpartisan in character and shall confitnee persons residing in the district.

The commission shall appoint one member of the local examining as supervising examiner, whose duty it shall be to be present at me and place designated by the commission for holding an extion and to take charge of the examination.

The local examining board may suggest to the chief examiner at son suitable accommodations for holding examinations and upon st furnish applicants with application blanks and distribute such ed rules, regulations and information as may be furnished by the ission. All members of the local examining board shall, so far ssible, be present at all examinations and shall assist in enforche rules and regulations of the commission governing examina-and take such measures as may be necessary to insure fairness.

- 5. In case of the temporary disability of the supervising examines, the local board may designate some other member to take charge of the examination and in an emergency may procure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does not present an admission card issued to him by the state civil service commission.
- 7. The local examiners may receive applications for positions in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.
- 8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies, except at the direction of the commission or of the chief examiner.

RULE IX.

Examinations.

- a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar postions. (From section 10.)
- b. Examinations shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- c. Examinations shall be held simultaneously at at least one convenient point in each county of the state. (From section 10.)
- d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discrimination shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employe in the classified service because of his political or religious opinions or affiliations. (From section 26.)
- 1. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects, shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Whenever in a general competitive examination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required of eligibles and such examination may be held at the time and place indicated by the commission.
- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate class of service, and proficiency in any subject shall be credited in grading the standing of the person examined, in proportion to the value of a

knowledge of such subject in the branch or part of the service which the applicant seeks to enter.

- 4. In the absence of any regulations to the contrary noncompetitive examinations shall be conducted by the chief examiner or his authorized deputy, and the papers shall be marked by him with the assistance of such persons as he may select.
- 5. The commission may authorize as an element in any examination, an oral examination, particularly where administrative ability, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate direction of the chief examiner or his authorized deputy, and a record of such examination shall be preserved.
- 6. Upon the request of any officer or board having the power of appointment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or noncompetitive examinations for such office or position.

RULE X

Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed on the same day, shall be arranged in alphabetical order, but priority neither in the date of application nor in the alphabetical order of the names will give any other advantage in position on the register of the eligibles.
- 5. Whenever the commission is notified that proficiency in a special subject is needed in the position to be filled, it may, upon request of the appointing officer, take steps to ascertain the names of all those

on the list who possess such qualifications and shall certfy them in their order or shall in its discretion conduct a new examination.

- 6. In accordance with the provisions of section XVI of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.
- 7. In accordance with the provisions of section XVI of the law, any veteran of the last civil war who has attained the required percentage of eligibility shall be given such preference in registration as the addition of five per cent to his average standing would entitle him to.

RULE XI.

Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section XVI, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section XI of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section XVI of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission shall upon the request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.
- a. All original appointments to the competitive and noncompetitive classes, and the labor class of the classified service shall be for a probationary period of one, two or three months in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.
- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section 9.)

- c. In every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certifications. (From section 16.)
- 5. When an eligible certified for appointment shall fail to answer any inquiry of the commission relative to his availability for certification or to accept an offer of appointment by mail within six business days next succeeding the mailing of notice of appointment, or shall fail to accept an appointment within the same or next succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegraph, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, be deemed to have declined the appointment.
 - 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be striken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
 - 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the request for certification, the names of those of the sex so fixed or specified shall be certified.
- 8. Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the commission, be reinstated on the eligible list.

RULE XII.

Temporary and Exceptional Appointments.

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for noncompetitive examination, and if such nominee shall be certified by the said commission as qualified after such noncompetitive examination, he may be appointed provisionally to fill such vacancy until a selection and appointment can be made after competitive examination, but such pro-

visional appointment shall not continue for a longer period than t_{w_0} months, nor shall successive temporary appointments be made to the same position under this provision. (From section 17.)

- b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments be made. (From section 17.)
- c. In case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section 17.)
- d. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not be made under this provision. (From section 17.)

The acceptance or refusal of an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position. (From section 17.)

RULE XIII.

Reinstatements.

a. Any person who has held a position by appointment under the civil service rules and who has separated from the service without any delinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year from the date of such separation to the same or similar position in the same department, provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examinations involving tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated. (From section 19.)

RULE XIV.

Transfers.

1. Upon request of the head of the department affected, a person who has received an appointment in accordance with the civil service law and rules, to a position in the competitive class and who has served the required probationary term, may be transferred to a position similar in character in the same group and subdivision upon certification by the commission, provided that no transfer involving a promotion,

except for temporary service not to exceed six months, shall be authorized by the commission of any person who has not acquired eligibility for certification through an open competitive or general promotional competitive examination.

RULE XV.

Promotions.

change in rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits fixed for the grade by clause 7 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

(Adopted July 17. 1907. Approved August 10, 1907.)

- 2. Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served six months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct and seniority.
- 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required noncompetitive examination, or may permit a transfer when in accordance with the provisions of Rule XIV. No person shall be deemed eligible for promotion who has served less than six months in a lower rank or grade.
- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable, and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower rank or grade.
- 5. The commission shall in each case determine what persons are eligible to compete for promotion from a consideration of the duties

to be filled and the duties which the persons seeking the promotion perform.

- 6. To provide a basis of rating for previous service there shall be kept in each department or office continuous and permanent records of the efficiency, character and conduct of all persons employed in the classified service. Such records shall be known as efficiency records and the entries made therein shall have reference to (a) quality of work performed by each officer or employe, (b) the quantity of work performed by him, (c) his general conduct, (d) his punctuality and attendance, (e) his executive ability and capacity for initiative where his work is of a character that will permit of definite estimation. The entries upon an efficiency record shall be made by or under the direction of such superior officers as may be designated by the appointing officer and subject to confirmation by the civil service commission. Such entries shall be based upon detailed reports submitted by the administrative officer most closely in touch with the work of the officer or employe to be rated, and shall be made at stated periods and at least quarterly. Where the entries are made quarterly they shall be made on or about the first day of January, April, July and October of each year and shall be a record for the quarter immediately preceding. A transcript or summary of such record shall be furnished to the commission semiannually in a form to be prescribed by the commission, which shall contain the certification of the appointing officer that the entries on such record were made in accordance with the provisions of this rule, and, whenever the commission so requires, like certificate of the full record of each candidate shall be furnished by the appointing officer in advance of a particular examination. Whenever, in the judgment of the chief examiner, more exact information is required for the purpose of such rating than that given in any summary, the original record may be consulted in such case. Such records shall be open either to the chief examiner or to any examiner designated by him. In case the records of efficiency, character and conduct have not been regularly and properly kept and filed, the commission shall refuse to hold promotional examinations until proper records are received, or shall disregard records as an element in the examination.
- 7. Competitive promotional examinations shall be ordered as often as may be necessary to meet or anticipate the needs of the higher grades and, so far as practicable, shall be held periodically and may, in the discretion of the commission, be open to all persons in the competitive class who have served six months or more in a lower rank or grade, who satisfy the preliminary requirements for original entrance to the positions to be filled by promotion, and may further, in the discretion of the commission, be open to all persons in the non-competitive and labor classes of the service who have been in the serv-

, ,

requirements for original entrance to the positions to be filled by promotion. But when a suitable eligible list resulting from a general Promotional examination has been prepared, all persons in the service who have failed to take the examination, or who have failed in the examination, shall be rendened ineligible for promotion during the ensuing year, or until it has become necessary to prepare a new promotional eligible list. Whenever a vacancy occurs in a position for which a general promotional examination has been held, the names of persons in the department in which the vacancy exists shall be certified in the order of their rank on the resulting eligible list.

- 8. The grades for all departments shall be the following:
 - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum.
 - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
 - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum.
 - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
 - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.
 - Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
 - Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.
- 9. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

RULE XVI.

Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

RULE XVII.

Labor Class.

Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section 21.)
- b. There may be separate lists of applicants for different kinds of labor or employments and the commission may establish separate labor lists for various localities, institutions and departments. (From section 21.)
- 1. The commission may appoint in any county or district in which is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulations of the commission, keep a register of all accepted applicants in the labor class and shall keep the commission informed of all names recommended to appointing officers, all changes in the local register, including all appointments from the register, all additions to the register, and all delinquencies of applicants, and shall be guided by such instructions as the commission may from time to time furnish him.

Examinations.

- c. The commission shall require an applicant for registration for the labor service before he can be registered to furnish such evidence or to pass such examination as they may deem proper with respect to his age, residence, physical condition, ability to labor, sobriety, industry, capacity and experience in the employment for which he applies. (From section 21.)
- 3. Veterans of the late civil war shall be required to pass the same examination as may be required for other candidates for positions in the labor class.
- 4. The commission may require a medical examination whenever into judgment such examination is deemed necessary, and may require that the expense of such examination shall be borne by the applicant.

Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the registered for one year except as follows:
- a. When an application, together with a report of former employer shows an applicant unfit or unworthy to serve the state, the commission shall immediately notify the local registration officer who shall strike the applicant's name from the register.
 - b. Any applicant who fails to keep the local registration officer and

the commission informed of his post-office address or who fails to reply promptly to notices of appointment, or who fails to give satisfactory reasons for refusing to accept service, or who is found to have intentionally made false and misleading statements in an application, shall have his name stricken from the register.

- 6. Whenever an applicant for registration in the labor class shall have been rejected, notice of such rejection shall be mailed to him.
- d. Where the labor service of any institution or department extends to separate localities, the commission may provide separate registration lists for each district or locality. (From section 21.)

*

ij

- 7. Preference in registration shall be given to applicants whose qualifications, determined by their applications and testimonials and such other examinations as may be required, most nearly approach the standards set by the commission as to age, citizenship, physical condition, character and habits, and previous experience and efficiency.
- 8. In accordance with the standard established by the commission all applicants for positions in the labor class shall be graded as follows:

Grade 1 shall include all applicants whose qualifications are marked by the commission as "good," which term shall signify a reasonable conformity established by the commission as provided for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

- 9. It being the avowed policy of the state that preference in appointment shall be given to applicants whose qualifications best fit them for the service required, preference shall be given to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where there are less than three eligible applications registered in grade 1, whose qualifications fit them for the service required.
- o. No person who has been discharged for misconduct shall be again the side of the state of the

Certification and Appointment.

Vacancies in the labor class shall be filled by appointment from is of applicants registered in their respective localities by the civil vice commission according to rules and regulations determined by decommission except in cases of temporary employment. (From tion 21.)

11. Whenever an appointing officer shall request the certification of the commission or from the local registration officer of names of rsons for appointment to any position in the labor class, the secrety of the commission or the local registration officer, as the case ay be, shall certify to the appointing officer for appointment the

names of three persons standing highest on the eligible list, if thebe so many registered in the grade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission of more thone vacancy at any time, the secretary or registration officer shall catify to the appointing officer the names of as many persons as the are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certified fixed by any law, rule or regulation of the commission, or is specified the request for certification, the names of those of the sex so fixed specified shall be certified, but in other cases certification shall be maximited without regard to sex.
- 14. In cases of emergency, appointments to permanent positions the labor class may be made without regard to the list, but no exagency appointment shall continue more than ten days.
- 15. In filling permanent positions in the labor class, appointing c cers may, when a local registration list has been exhausted, or whe because of the peculiar nature of the duties of the position to be fill it is found inexpedient or impracticable to make a selection from to local list, make requisition upon the commission for a list of candates registered for service in the state at large.
- 16. Where the service to be rendered by an appointee in the labeleass is for a temporary period not to exceed one month, and the ness of such service is immediate and urgent, the appointing officer messelect for such temporary service any person whose name appears the register. But when the local registration list is exhausted, the appointing officer may make his selection without reference to the rule and regulations of the commission.
- 17. Except in cases of temporary employment, all labor positions the department of the Superintendent of Public Property shall be fill-from a list of persons registered from the state-at-large.

(Adopted Dec. 12, 1908.)

RULE XVIII.

Recommendations.

- a. No recommendation for any person who shall apply for office place, or for examination or registration under the provisions of the act, or of the rules established pursuant thereto, except as to charact and, in the case of former employers, as to ability, shall be given or considered by any person concerned in making any examinative registration, appointment, promotion, or reinstatement under this a and the rules made pursuant thereto. No recommendation whatsoe shall relate to the political or religious opinions of any applica (From section 25.)
- b. No recommendation for the promotion of any person in the classified service shall be considered by any person concerned in making F

motions except it be made by the officer or officers under whose supervision or control such employe is serving. (From section 25.)

- C. Any recommendations made contrary to the provisions of this section with the knowledge and consent of the applicant or employe shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service. (From section 25.)
- d. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it, shall, subject to reasonable regulations, be open to public inspection. (From section 7.)

RULE XIX.

Roster.

1. In accordance with the provisions of section 24 of the law and subject to the regulations of the commission, the secretary or president of the commission shall compare each pay roll, estimate or account for services, with the official roster and shall attach thereto or place thereon a certificate in form prescribed by the commission.

RULE XX.

Regulations.

1. The commission shall prescribe and enforce suitable regulations for carrying into effect the provisions of these rules and those of the Civil service law not inconsistent therewith and shall prescribe blank forms for all applications, certificates, reports, records and returns required under these rules and the regulations made in pursuance thereof

The foregoing rules, amended by the state civil service commission, are hereby transmitted to the governor for his approval.

OTTO GAFFRON,

C. E. BUELL.

T. J. CUNNINGHAM.

State Civil Service Commissioners.

Dated August 6, 1910.

The foregoing rules, as amended by the state civil service commission, are hereby approved.

JAMES O. DAVIDSON,

Governor.

State of Wisconsin,

Executive Chamber.

Dated August 19, 1910.

REGULATIONS.

ADOPTING ORDER.

The state civil service commission under the authority conferred begin section 7 of the civil service law and rule 20 of the rules prescribed pursuant thereto, approved by the governor, and promulgated on the latter day of December, 1905, hereby makes the following regulations, reserving the right to modify the same from time to time, and to persorate such special regulations as may be expedient for the proper forcement of rules aforesaid.

REGULATION I.

The President.

1. The president, subject to the direction of the commission sheall have such general authority and responsibility in the administration of the law, rules and regulations as shall not be inconsistent with the powers reserved to the commission or vested in some other officer.

REEGULATION II.

Chief Examiner and Secretary.

- 1. The chief examiner and secretary, subject to the direction of the commission, shall be governed as follows:
- 2. He shall keep the minutes of the proceedings of the commission, have charge of all books, records, accounts, papers, the official seal and other property of the commission.
- 3. He shall prepare blank forms for applicants for examination, registration or certification, receive all applications for examination and keep a register of applicants.
- 4. He shall supervise the preparation of questions and make all other necessary preliminary arrangements for examinations, issue authority to local examining boards to hold examinations and assign and direct their work. He shall supervise and pass upon the marking and grading of all examination papers, shall determine all questions of eligibility, notify candidates of the result of their examinations and enter names of successful competitors upon the register of eligibles.

le shall make certification to appointing officers upon their reof the names of those eligible to appointment for employment. le shall keep the official roster and pass upon all pay rolls of perimployed in the classified service in the various departments. le shall conduct the correspondence of the commission and persuch other appropriate duties as may from time to time be asto him by the commission.

REGULATION III.

Applications.

pplicants for positions in the recognized mechanical trades, must rad not less than two years' continuous successful experience in actice of their trade, in addition to such time as they may have as apprentices. For head mechanics having supervisory charge k a longer term of experience will be required, and previous exce as a supervisor or foreman may also be required.

he chief examiner shall upon receiving the application of a candior examination take such steps as may be necessary to determine er his preliminary qualifications entitle him to compete in the nation, and, in case they are found satisfactory, he shall mail the late a notification which shall also serve as an admission card examination. But the issuance of such admission card shall not the chief examiner or the commission from rejecting the applicauter.

ny applicant who fails to receive notice from the commission of mination, or who gives satisfactory reasons for failure to attend, be notified to attend the next examination for the same class or provided such examination is held within one year from the date ig the original application.

efective applications will be returned to applicants with a notice end the same but will not be returned a second time. Failure on irt of an applicant to make prompt return in such case will be a sufficient cause for rejection.

pplications must in all cases be made on the blanks furnished by mmission and should be received at least six days prior to the set for an examination. Late applicants will be admitted in all where practicable, but the secretary may require them in such go to Madison or some other designated place, or when the work commission would otherwise be impaired or impeded, may enexclude them.

REGULATION IV.

Examiners.

- 1. All persons having charge of the preparation of questio marking of examination papers, shall use due diligence in passecrecy, both as to the nature of the forthcoming examination to details of examination papers. Applicants should be seated
- 2. The marking of each question or subject shall be made o of 100, which shall represent entire accuracy. Handwriting judged by its legibility, uniform and correct formation of let ease of execution. Upon a comparison of the handwriting of best and the worst should be first determined, and the two of the scale thus fixed; the others should be marked relatively In writing from dictation or copying from manuscript, the repetition or substitution of words, the erasures, blots and of dence of carelessness, will reduce the marking below 100. . or summaries of documents and letter-writing, will be mark handwriting, by determining the best and worst examples; an aminers, having marked these, will then mark the others prately.
- 3. In each of the other subjects, the entire paper shall be m a scale of 100 per cent, which shall represent the maximum po tainment; and each question of a paper shall be rated on the that part of 100 per cent as perfect credit, which the chief shall determine.
- 4. Supervising examiners in charge of examinations shall due precautions, and use such measures as may be needful to fraud and collusion.
- 5. All examination questions, together with the instructionsing the competitive examinations, will be forwarded to the local of examiners at least five days prior to the date of holding to ination. The package containing examination questions and tions shall not be opened except in the presence of competito hour set for the examination.

REGULATION V.

Competitive Examinations.

- 1. Applicants must present themselves punctually at the tiplaces specified in their official notices to attend, and they wimitted to examination upon the production of such notices.
- 2. In order to identify competitors, each candidate shall be at the opening of an examination to fill out an identification s nished him by the local examiner. He shall sign his name on

in any other place than upon the identification sheet. The number at the top of the identification sheet is the competitor's examination number. He will enter this number at the upper right-hand corner of each sheet on which he writes. Immediately upon filling out the identification sheet the competitor shall enclose it in a sealed envelope which shall be opened in the office of the commission, only after all examination papers have been marked and graded.

- 3. No instructions or explanations in reference to examination questions shall be given to applicants separately, but all shall be publicly announced to all persons in the examination room and shall, so far as possible, be confined to such as are furnished in printed or written form by the commission.
- 4. Candidates shall not leave the room with a paper unfinished except cases of extreme necessity and only with permission of the supersing examiner and such permission shall in each case be reported by the to the chief examiner.
- 5. All communication or conversation shall be strictly prohibited and the slightest violation of this rule shall be reported by name to the chief examiner. Candidates may bring pens, pencils and ink but shall be permitted to carry with them upon entering or leaving the exmination room, blotters, blank paper, scratch paper, any note books, books or pamphlets. Each applicant shall be required to complete his camination within the allotted time.
 - 6. The local examining board shall report by applicant's name any lolation on his part of the rules, regulations, and instructions governance examinations.
 - 7. At the close of an examination the supervising examiner shall collect all question papers, examination papers, scratch papers and blotters issued to the candidates and shall return all question papers and examination papers to the chief examiner.
 - 8. The percentage attained in each subject for examination shall be multiplied by the weight prescribed for each by the commission; and the quotient, found by the division of the aggregate of value so arrived at, of each applicant, by the aggregate of weights, shall constitute the percentage of condition of such applicant, except as otherwise provided in Rule IX, par. 1.

REGULATION VI.

Eligibles.

1. No person shall have his name entered upon the eligible list who fails to attain an average percentage of 70 or over on all required subjects, and who fails to attain the minimum percentage established for any required subject as provided in Rule IX, par. 1.

Ĺ

- 2. Lists of eligibles may be made public, but the names of applicar failing to obtain standing on eligible lists will not be made public n will their examinaton papers be exhibited, nor will any information given about them. (See Regulation VII, par. 6.)
- 3. Every application paper and accompanying certificates will rem: on file in the office of the commission, and under no circumstances conditions will the originals be returned to the applicant.

REGULATION VII.

Information.

- 1. Copies of questions used in examination will not be furnished e cept where they are published by the commission for general information.
- 2. Abstracts of the law, rules and regulations and other pertined matter will be published by the commission from time to time, for the information of appointing officers, applicants, candidates and othe concerned.
- 3. The commission cannot undertake to answer inquiries relating cases which are officially before it for decision, nor can it decide, ϵ cept in cases of actual candidates, questions respecting the application of the rules and regulations.
- '4. Particular answers cannot be given to inquiries which are a swered expressly or by implication in published regulations or othe similar documents.
- 5. The commission cannot give any information upon the following points: (a) regarding positions in the unclassified service or in the exempt class of the classified service; (b) regarding vacancies in a position existing or prospective; (c) regarding the duties of position except as indicated by their classification; (d) regarding the personant interests of any intending or actual applicant, candidate or eligible
- 6. The examination papers of a competitor will be exhibited only the competitor or his duly authorized representative, or to the pointing officer to whom his name is certified.
- 7. The qualifications of applicants and subjects of examination, prepared from time to time, will be published, but in regard to cert positions in which vacancies are rare the nature and extent of the aminations may not be determined until vacancies occur.
 - 8. Applicants shall be notified of the results of their examination

REGULATION VIII.

Pay Rolls.

1. Pay rolls of the classified service shall be made in triplicate, wheever requested, and a copy shall be filed permanently with the reco of the Commission.

REGULATION IX.

Labor Class.

1. Application blanks and instructions for registering applicants will be furnished the local registration officer by the Commission, and the applicants shall be registered by him in the order in which applications are received.

REGULATION X.

Meetings.

1. Regular meetings of the commission shall be held at the capitol on the third Thursday of each month at two o'clock P. M., but other meetings at which any official business may be transacted may be called by the president.

C. E. BUELL,
OTTO GAFFRON,
T. J. CUNNINGHAM,
Civil Service Commissioners.

Attest:

F. E. DOTY,
Secretary and Chief Examiner.

Madison, Wis., Dec. 1, 1910.

STATISTICS OF CHANGES IN THE CLASSIFIED SERVICE IN ALL OFFICES. PARTMENTS AND INSTITUTIONS, INCLUDING APPOINTMENTS, PROMOTIO TRANSFERS, RESIGNATIONS, REINSTATEMENTS AND DISMISSALS.

				Сом	PRT	TIV	E.			No	DMCC	MPE	APIV.
		E	nter	ed Se	ervic	te.		Let			item		Left Service
Office, Department or Institution.	From Eligible	E. L. T. Ap.	Sec. 13, N. E. L. Ap.	N. E. L. T AB.	Reinst't.	Transfer.	Promotion.		By Transfer.	Permanent.	Temporary.	Relnat't.	48 Transfer
Board of Control	4	1	1	9			1	2					
Green Bay Reformatory. Home for Feeble Minded Industrial School for Boys. Industrial School for Giris. Northern Hospital for Insane School for the Blind School for the Deaf State Hospital for Insane St. Pub. School for Depen't Ch. Tuberculosis Sanitarium. Wisconsin State Prison Workshop for the Blind	25 11 3 6 2 3 11 10 9	4	24	69 49 10 33 24 20 2	1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	200	1 1 1 1 3	15 13 11 1 2 1 4 40 15 8	5	100 2 400	155 102 8	*** 1	57 · · · · · · · · · · · · · · · · · · ·
Total	104	_7	24	157 - =	B	. 8	-5	120	- 6	567	268	38	478 ==
formal Schools. Board of Regents La Crosse Normal Milwaukee Normal Oahkosh Platteville River Falls Stevens Point Superior Whitewater	235111111111111111111111111111111111111		1141	9 1 1 1 1 1 1 1 1	11			1 2 1					
Total	19			36	. 3	* * =		101.			4 +		=
Restate Departments. Roard of Agriculture Attorney General Capitol Commission. Civil Service Commission Dairy and Food Commission. Fire Marshal Fish Commission Forestry Free Library Commission. Game Warden Grain and Warehouse Com	2 2 7	41 1 1		2 1 4 75 2 20 20	14		: , 	\$ \$					9.
mission Roard of Health Highway Commission Roard of Immigration Industrial Commission Inaurance Commissioner Labor and Statistics Land Office Oil Inspection Board of Public Affairs Printing Board Superintendent of Public Property	17 4 13 11 . 6	30 30 3		14 19 19 4	14 11 12 12 12 12 12 12 12 12 12 12 12 12	3		31	12	2 1	ⁱ		,,,,

		· -		Сом	PBT	İTIV	E.			No	300	MPE	TITIVE	:.
	-	E	nter	ed Se	rvic	°e,	_ 	Let Serv	ft lce.	E	nter	ed e.	Le Serv	ft ice.
ariment or tution.	From Elietble List.	E. L. T. A. P.*	Sec. 13 N E L.	N E L. T. Ap.	Retust't.	Transfer	Promotion.		By Transfer	Permanent.	Temporary.	Reinst't.		By Transfer.
	[—,	_	i	_	—	—						·—	<u> </u>	<u> </u>
ints—Continued mission Tax Commission state at Library Com-	37 6 8	5 1 14		36 2 2	3	1	1 2 6	18 4 3	3 2	24	. 1	i	14	***
Public Instruc-		••		٠.	••			ا ا	+ +	••••	٠	**	*****	
itules	1	?	::::	5	1	, ,	1	3:	. 1					****
ton.	20			19	10	1	•	23,	3		119			
slon Bureau		i3		4	**	'		* * *	***	} ~~[1114	***		4
nt	. !	**	****	41-4	**			-:		: 34	. 1	13		***
arian	21	17	. '	35	••			1,		,,			,,	***
(Arbitration.	اا		1	į	-		'	•		-	114	,		
ard I Sanitary Board	i,	1	٠ :	3		. 1		1					i	4.4
	329	220	_	414	51	13	26	185	28	68	118	14	18	_
				***		. ,				1047	140	. "	-	
	3			2	***	, ,						'		
*****	69 52	٠.		11		- 1	2	3 5		1	***		** **	111
	124				_						_	·		
	101	*		- 47			-	ا"				' - ,		٠٠٠,
nd Natural His											ĺ		-	
yedersi Assin	1 9			26 11	•	2		3	2			ĺ	·	
1				- 4							٠.	, ,		į.,
perboent Ass'n Memorial Park	•			10	•			+ i					- '	•
Perry's Victory			,	2	+		*	٠.		-				
,	+ 4			- 1										
	3			34	_	-2		3	2			·		
								i	-					
••••	156	10	_	202	15		3	133	_1		+ 4		4	
	7.39	245	25	1475	78	34	42	461	37	653	396	52	508	1111
		-	<u>.</u>	,	- -		_			<u>, </u>			<u> </u>	==

					L	A BO	A.					Ex	емрт.
			Ent	ered	Beri	ice		Les Servi				ered vice	1 24
Office, Department or Institution.	Eligible List	N E. L. T. Ap	E L.T. Ap	N E. L. Tanh	Refust's	Transfer	Promotion		Transfer	Eligible List.	Permanent	Temporary	Leinst'i
Board of Control Charitable and Penal Institutions. Green Bay Reformatory. Home for the Feeble Minded Industrial School for Boys. Industrial School for trirls. Northern Hospital for the Insane School for the Blind School for the Deaf State Hospital for the Insane. State Public School for Dependent Children Tuberculosis Sanitarium Wisconsin State Prison. Workshop for the Blind Total	24 2 1 9 5 3	26 2 47 25 39 118 12) 3300		96 90	13	8 3 2 2 2 2 3 2 3 3 3 3 3 3 3 3 3 3 3 3	1 1 1 1 2	19 3: 21 5: 93	4	3	93	3	
Normal Schools. Board of Regents. La Crosse Normal. Milwaukee Normal. Oshkosh Normal Platteville Normal River Falls Stevens Point. Superior Whitewater.	6 3 1 6 3	10 5 9 27 17	i i	***	,		. 1	39 39 2			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	5 6 21 23	
State Departments. Board of Agriculture. Attorney General Capitol Commission. Civil Service Commission Dairy & Food Commission Fire Marshal Fish Commission Forestry Free Library Commission. Game Warden Grain and Warehouse		200	1			12					1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		

		7714	ľ.	 .A.Uci	H.		_		-	-	Exe	MPT.		_=
•	1	Entere	ed Se	arvk	·e.	i	Lei Servi		!	Ente serv	ered ice.	-	Le	ft ice.
Office Department or Institution.	Eligible List.	L. T A	N E. L Au. by	Reinst't.	Transfer.	Promotion.	, !	Transfer.	Eligible List.	Permanent	Temporary.	Refusi't.		Transfer.
Total Tar Countission. Fetchers Pens'n Bureau State Pressurer Treasurer Treasure Veterinarian Addiant General State Board of Arbitra- ton Tate Park Hoard Treasurer Total Total	23 36	32 3			13		12		1		1 2 6	1	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	2
Total illing the particular and Nat History Survey Inc. Survey In	149 23	2		18			1			26 213	15		16 3 19 407	2

Ap. Eligible List Temporary Appointment

N. F. L. Ap. No eligible List Appointment (Sec. 13),

Relative P. Ap. Noeligible List Tempo ary Appointment.

Relative P. Ap. Noeligible List Tempo ary Appointment.

REQUESTS FOR TRANSFERS

Malary . Pate, Remarks.	#70 00 Sept 24, 1910 #0 00 Nov. 5, 1910 #5 90 Dec 8 1910	Lesion S3 33 Drc. 8, 1910 Denical - Librarian and Indicate . Jan 11, 1911 Denical Unclaydical, 25 60 Jun 19, 1911 Authorized . As 60 Feb. 2, 1911 Authorized	\$5.00 day Feb 25, 1941 S0 00 Mar 7, 1941	25 00 Mpg.	00 Aug 12 1911	125 00 Sept. 12, 3811 75 00 Sept. 24 121 (90 0.) Sept. 24 121
Salary. To.	00 Capitol 00 Railward 00 Railward 00 Railward 00 Leg. Ref.	50 O Tay Commission 100 O) * Secretary of State 18 O) Free Lib Com. 45 00 Tay Commission		7.5 00 Vectuent Bit 60 60 State Supt 740 05 Ind herral C	Period of the second of the se	ena a Ena ena a Ena ena ena ena ena ena ena ena ena ena e
Fom.	Intersity Industrial Con Tax Commission. Tinversity Fulversity Fulversity Fulversity	Executive Office	Tay Con nhylon. Con ne Warden	Free Library Com Ind Ac Bd	Secretary of State to Nat Hist Survey Halbeard Com	Pay Commission Optiv & Fred Com Came Market
Title of position.	Elevator Operator . Stat. Clerk Stenographer Stenographer Stenographer	Menographer Messenger.	Agt & wint Acet Sten grapher Stenographer	Menographer Stenographer Serographer Stenographer	Cherk Power Reguler Majner process Present Reguler	
Name,	Lohn Danfelson, Van C. Ryer Laura Lev Kertha Matson Anna Paly	Jennie Nebon	Rey D. Hatch Cora F. Sasman	Frank Mit orantek. Ormes Schileser Frank Met orantek.	R.S. Barrion.	Horar Service.

TRES OF THE CIVIL SERVICE COMMISSION

the appropriation of \$4,000 for local examiners the biennial period ending July, 1912.

1	Per diem and expenses.	Name.	Per diem and expenses.
	\$18.00	Favell, P. T	\$3.00
	3 00	Pawcett F. L.	6.00
-	1 00	Fermindez, J. W	45.50
	45.00	Limb Hilliam areas	15.00
	#,00 3.00	Fowler, F H	12.00 1.00
1	9 00	Frederick, E	37.50
· ' i	12.00	Ganz J. A	24.00
. 1	29 00	Gillett, A. D. S. Arrand	\$6.00
	3 00	Glen, E. G	3.00
	15.00	Graven, P. I	3.00 6.00
	31 50 9 00	Graves, F. H	24.00
	18 25	Greig, Carrie	45.00
. i	21 00	Griggs, R. B.	12.00
	18 00	Grindell, D. D	6 00
	15.00	Grism G C	3.00
	2,00	Groetzinger, Agnes	1.00 24.00
	9,00 23 25	Hall, C. H	12.00
	3 00	Unrrison, Edna	13.00
•	15 00	Harvey, L. C	18 00
,	3 00	Hanft F. W	6.00
	9 00	Haverson, Geo. B.,	3.00
	22 00	Hazelwood, J. A	27 00
-	3 00 15 00	Hemlock, D. J	15 00 12.00
1	1.1 00	Hennessey, R. J	6 00
	6 00	Hoffman, Chas	3 00
	6 00	Logala T. W.	39.00
	6 00	Hooper, J T	18.00
	18 00	Houston, W. C.	3 00
	41 50 3 00	Huribut, Mrs.	81.25 18.00
)	24 0 1	Harbut I. D	34.87
	9 00	Ingli, A J	16 00
	30 00	Jackson, M. H	21.00
W.	22 00	Jacobson Louise A	12.00
at B	14 40 3 00	dirtle Jos	15 00
	3 (8)	Johnson P. H	19.00 12.00
	6.00	Johnston C. R.	15.00
	24 00	Joiner R L	24.00
	24 00	Jones, J. E	9.00
	27 0 1	Kane, Nellie	43.50
	3 00 26,00 l	Kellogg, A. C	24.00 4.50
	30 00	Kellogg, Louise P Kepka, Martha	1.00
	21 00	Keyser, C. W.	6.00
	25.00	Kingsford A. C	15.00
	3 00	Klatz, Ralph O	3.00
	23 00	Knoff Robert E	8 40
	16 00 1 23 00 1		3.00 21.00
	24 00	Laidlaw, A J	6.00
	55 00	Leverenz, H. F	30.75
	3.00	Lewis, J. P	1 00
	18.00	Light, Wm A	12.00
	2 00	Lindquist, J. A	27.00
	9 00 18 00	Lonsdorf, J. A	9.00 6.00
	9 00	Loke Wilhelmina	3 00

Name.	Per diem and expenses.		Per exp
	04.0.06	· · · · · · · · · · · · · · · · · · ·	
und, Sam	\$18.00 3.00	Scott, Lilly	
IcClernan, Marie	8.00	Shedler, Fred	
cConnell, Daniel	15.00	Shields, J. II	
cGovern, Mary	9.00	Sell, Martha E	
cLane, D. E	12.00	Slack, Ray	
IcNulty, B K	9.00 23.00	Slater. J. C	
lackin, W. N.	10.00	Smalley, S. E	
lalone, E. W	24.00	Smith, Jessie N Smith, R. B	
larsh, C. O	31.00	Soukup, R	
fartin, J	6.00	Spence, Harry	
lartindill, J. W	28.50	Spingler, F. N.,,,,,,	
lase, W. C.	26,00 3,00	Spindler, Winifred H	
lehl, Anton	30.00	Spohn, G. E	
lline. Wm	24.00	Stangel, C. G	
lonty. C. W	9.00	Staley, F. H	
loore, Ethel E	3.00	Stinchfield, C. A	
lorris, John	12.00 15.00	Stromme, Esther	
loyle, T. R.	15.00	Struble, F. R Swartz, G. W	
lurphy, Julia E	3.00	Taugher, F. J	
lurray. E. W	6,00	Taylor, Lillian	
ash. F. R	21.00	Teter, Geo	
ee. T. 11	15.00	Thomson, A. A	
ichaus, H. Jorden, H. A	$\begin{matrix} 6.00 \\ 12.00 \end{matrix}$	Thomson, Fred	
lson. Louis F	3.00	Thompson, O. S	
Neff. A. B	51.50	Tobey, S. B	
rr, W. C	15.00	Toepel, Oscar	
sterfund, Ernest	4.00	Torbett, A. W	
tto, C. Walmer, T. S	3.00	Tormey, Ella	
alnter, Ira C	60.00 3.00	Tormey, Julia	
atterson, T. H	3.00	Treat. Chas. W	
aulus, T. E	21.00	Trunkenbroed, W. F	
erry, C. M.	27.00	l Ubbelohde, T. H.,.,.,'	
ierce, IIi	19.00	Vedder, C. S	
oggemiller, Mabel	$\begin{array}{c} 12.00 \\ 1.00 \end{array}$	Viebahn, C. F	
olscher, A. L	9.00	Warden, A. M	
reuss, Bertha H	6.00	Waring, Frank	
ratt, F. H	9.00	Warning, Winnie C	
athsack, W. Jray, S. B.	12.00	Welch, T. M	
eed, W. V.	24.00 17.00	Wells, A. S	
elss. Wallace	3.00	Wescott, D. E Whealdon, A. D	
1ce. O. E	6.00	Wheelock, J. H	
ice, Z. S	31.00	Wickham, John	
ichardson, M. P	21.00	Wilbor, A. J	
ix, W. P	$\begin{array}{c} 12.00 \\ 3.00 \end{array}$	Wilgus, J. W	
oecker, W. F.	3.00	Williams, D. O	
uuquist, C. A	3.00	Wilson, J. F.	
achs, Hildegard	1.00	Wilson, Olive	
alisbury, Miss J. D	$\frac{12.00}{10.00}$	Winkler, Ida	
anderson. Thoseeman, A. J	16.00 3.00	Winter, F	
elden, Jos. P	3.00 3.00	Witter, Elden	
chmit. Margaret E	15,00	Wynne, James	
chroeder.Emma	3.00	Yoder, C. M	
chultz, J. J	24.00	Young, W. H	
chulz. W. II	18.00	`•	

EXPENDITURES OF THE STATE CIVIL SERVICE COMMISSION CHARGE-ABLE TO THE APPROPRIATION OF \$13,000 FOR THE BIENNIAL PERIOD 1910-1912.

		1910-11.	1911-12.
Buell, C. E.	President —	\$1,000 00	\$ 955_00
~~~IIninonam 'l' I	Commissioner	1,000 00	1,000 00
	Commissioner	940 00	990 00
COLV. R. R.	Secretary	2,500 00	2,500 00
- llent H S	Aust Kiaminar	1,800 00	1,800 (10
Carlinada A	Chief Clark	705 00	905 00
	' 'NIAT (!IAPU	1.206 43	
- CATER PROSCIO	SIGNOGERINAL	39 00	840 00
	** CHANACTO INDATE	RK4 10	42 90
- 4 TO LIGHTING H	. SIADA(PROINIAP	210.00	
			720 (0)
			307 80
			8 50
	CHETE I		102 50
Geltz, Emma B.	Stenographer		233 87

## TEMPORARY SERVICE.

Bonney Lawrence	611	20.50	
Bennewise. Josephine	Clerk	<b>\$</b> 8.50	· • • • • • • • • • • • • • • • • • • •
' = 4 mckenwagen 1.1111an	Clerk	1 50	
- Carrer Incontino	i Clark	8 50	!
* Thiandi Elsie	: Cierk	1 00	
# Underson, Gertriide	Cierk	2 50	i
→ <b>Zh</b> mwrf (fladys	Clerk	1 50	
F4 € 1 lenner i lorg	' Clork		· · · · · · · · · · · · · · · · · · ·
THETCHANHOR MONEY	( 1431-1.		
unsell. Grace A	Stenographer	i co	• • • • • • • • • • • • • • • • • • •
Tekering, II. L	Stenogra, her	96 00	
Cuchen. G	isoenografier	1 00	
Rejolu Come	Olani	45 50	• • • • • • • • • • • • • • • • • • • •
Talels. Lena	Cierk		
mith. S.		1 00	
audler, Elsie	Clerk		
Pennett Joseph	( ) lark		7
- Cison. Amy T	Filing and indexing		25 (
DERNY MARKATPI	Stenographer		1 8
Toursess, Sidville	Clerk	·	13 5
∽arter, Laura E	Clerk.		5 5
Carrella	Clerk		
Ownie, Flossie	Clerk		18 7
ambrecht, Leonora	Clerk		
udson, Nelle	Clerk.		7
Thurs Indial	Stone manhon		
Johnson, Ingirid	Stenographer		
Ohnson, Mary	' Clerk		5 0
elcham, Iva	Clerk	• • • • • • • • • • • • • • • • • • • •	75 0
Cila Innia	( I O P L		
	4 '12x1:15		7 5
			; ថ ប
			! 3 <b>0</b>
		 	i 9 0
			8 (
			i 50 5
			1 ~
		•••••	13 5
		* * * *	67
The last the	1 ~		
Electrical Allina	73.43		20 3
bragne. G. L	Efficiency Export		
teinle, Margaret	Clerk		
sher, Florence	Clerk		' <b>*</b> ?

Traveling expenses. Advertising Express	\$1,528 192	24 94	\$1.41 T 34.6 S1	)
Blue Books Rent for chairs and tables. Book (L. F. Field). Subs. Good Government. White, A. O.—Drayage. Wisconsin Civil Service Reform League Proceedings. Halbach, J. P.—Fees. Subscription—Civil Service News Postage (J. J. Schulz).	3 1 1 2 8	00 00 00 00 00		
	\$12.947	68	\$12. 98	31 3
Hill, Ethel, Stenographer	• • • • • • • • •		50	(N) (N) 50

[&]quot;Special fund, chapter 609, laws 1911.

# ROSTER OF EMPLOYES.

JUNE 30, 1912.

## ADJUTANT GENERAL'S DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Don mo
dins	Quartermaster general	Per mo \$83.60
ms	Ass't Quartermaster general	150.00
IS	Clerk	75.0
	Clerk and stenographer	60.00
	Stenographer	35.00
n	Ordinance sergeant	75.00
ghs	Quartermaster sergeant	60.00
	Quartermaster sergeant	60.00

## ATTORNEY GENERAL'S DEPARTMENT.

Name.	Position.	Compensation.
t	Unclassified. Attorney General Exempt.	Per mo.   \$416.66
son	Confidential stenographer Deputy Atty, Gen	75.00 300.00
ons in schmidt		75.00 $208.33$ $166.66$ $100.00$ $250.00$

## BOARD OF AGRICULTURE.

Name,	Posttion.
	Unclassified
O. G. Rewey. James J. Nelson A. H. Dahl Wm. MacLaren Grant U. Fisher C. H. Everett. George Wylte F A Cannon Geo. McKerrow Charles L. Hill Geo. F Comings Chas. F. Meyer. A. W. Prehn. Ira M. J. Chryst	President Vice President Treasurer ex officio. Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board Member of board
J. C. MacKenzie	Exempt.
MIN. IN IN STERROGELLS	Stenographer and clerk. Classified
Alvin Kaibus	Stenographer Castodian st fair prop Clerk

#### BOARD OF CONTROL.

Name.	Position.
Dr. P. H. Lindley. W. H. Graebner	Unclassified  President Member of board Member of board Member of board Member of board
M J. Tappins	Exempt, Secretary Stenographer Competitive,
J. E. Baruard	Clerk and stenographer
J. M. Selbel	Parole Officer.  Field officer Field officer Parole officer Parole officer Parole officer Parole officer

## STATE BANKING DEPARTMENT.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per m
bert E. Kuolt	Bank commissioner	\$416.
· II KICDAPOS	Deputy bank commissioner	250.
4. Brown.	Examiner	166.
K. Emergon	Examiner	166.
Omas Herried	Examiner	166.
43. Ellis	Examiner	150.
C. Pond	Examiner	150.
Orace K. Stedman	Examiner	$\tilde{1}\tilde{5}\check{0}$ .
· A. Graettinger	Examiner	150.
The Pollock	Examiner	150.
M. Wild	Chief clerk	150.
annah C. Davidson	Clerk	100.
A. Hofst	Clerk	100.
nie Nelson	Stenographer	100.
W. Rhodes	Clerk	125.

#### CAPITOL COMMISSION.

Name.	Position.	Compensation.
O. II. Ingram. J. A. VanCleve. Geo. H. D. Johnson. Magnus Swenson The Governor	Unclassified.  Member of board  Member of board  Member of board  Member of board  Member of board	Expenses Expenses Expenses
Lew F. Porter. Mrs. Bertha Durlin. Herman Kepke Paul J. Pankalia.	Exempt.  Secretary  Stenographer  Night watchman  Night watchman	75.00

## CIVIL SERVICE COMMISSION.

Name.	Position.	Com- pensa- tion.
C. E. Buell. Otto Gaffron T. J. Cunningham.	Unclassified.  Commissioner, per day  Commissioner, per day	10.00
F. E. Doty. Ethel Hill	Exempt.  Secy. and chief examiner  Stenographer	208.33 70.90
II. S. Kulght. Theda A. Carter. Margaret Foran Emma Kueltz	Competitive,  Ass't examiner  Chief clerk  Clerk  Stenographer and clerk	150.00 85.00 65.00 50.00

## DAIRY AND FOOD COMMISSIONER'S DEPARTMENT.

Name.	Position.	Compensations.
J. Q. Emery	Unclassified.  Dairy and food com'r  Exempt.	Per 111 \$208.
U. S. BaerLoraine M. Walter	Ass't confinissioner Stenographer	133 ₋
E. L. Aderhold	Competitive.  Cheese fact., dairy and food inspector  Dairy and food inspector.  Dairy and food inspector.  per day	100 - 9 100 - 9 3 - 9
W. A. Brannon F. M. Buzzell J. D. Cannon	Ex-Of. sealer of weights and measures Ass't chemist Chief food inspector Cineese fact., dairy and food inspector	125 - 100 - 100 -
Stewart B. Cook. F. E. Carswell. Fred P. Downing. S. J. Dufner.	Dairy and food inspector Cheese fact dairy and food inspector	100 - 100 - 135 -
Richard Fischer P. W. Guse	spector Ass t chemist Creamery, dairy and food inspector Ass t chemist	10C▶ - 10C▶ -
Harry Klueter Walter J. Kramer  H. C. Larson J. B. Linzmeyer	Chemist	15() 13:3 104)
Florence Q. Norton	Secretary	10 <b>()</b>
Ethel Thomas  Jas. Van Duser  W. A. Voight	Stenog, and confidential clk. Creamery, dairy and food inspector	1(74).
George Warner	spector	3 -
William Winder	and measures	100-

#### EXECUTIVE DEPARTMENT.

Name.	Position.	Com- pensa- tion.
Francis E. McGovern. Thomas H. Morris. Duncan McGregor Harry Wilbur Mary Sims Hazel Torgeson	Lieut. Governor Private Secretary Clerk, per mo Stenographer, per mo	1000.   2800.   150.   100.

## EXPERIMENTAL ASSOCIATION.

Name.	Position.	Com- pensa- tion.
R. A. Moore	Unclassified. Secretary	Per mo.
Nell Lorigan	· Competitive.	\$17.00

#### FIRE MARSHAL.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
T. M. Purtell	State Marshal	Per mo. \$250.00
G. II. Kiland	Chief assistant	$208.33 \\ 83.33$
J. E. Florin. W. G. End. John E. Baker. W. E. Finnegan. C. J. Good. Jos. E. Kennedy.	Competitive.  Attorney Deputy Deputy Deputy Deputy Deputy Deputy Deputy	175.00 166.66 150.00 150.00 137.50 125.00

#### COMMISSIONERS OF FISHERIES.

Name.	Position.	Compensation.
	Unclassified.	
Calvert SpensleyPresident Jas. J. HoganVice President Fdw. A. BirgeEx officio Henry D. Smith J. Alford	Commissioner	Expenses Expenses Expenses Expenses
R. S. Scheibel	Exempt.  Chief clerk	   Per mo.   \$125.09   90.00
	Competitive.	! 
James Nevin Albert Gallagher Fred Hewitt	Supt. of fisheries	100.00

# COMMISSIONERS OF FISHERIES—Continued.

Name.	Position.	Com—— pensa——— tion.
Val. Maag	Hatchery	125_ 00 100_ (n)
	Labor.	
Benj. Durkee F. E. Meade Bernard Holtman John Hagberg Fred Wahlquist A. Wahlquist Andrew Gilquist James Foy Frank Ramsdale Frank Suthers  James Vance 29 Laborers, temporary	Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Manager state fish car (temporary) Ass't on car At \$2.00 to \$5.00 per day.	70 - 00 60 - 00 60 - 00 60 - 00 60 - 00 50 - 00 2 - 50 61 - 00 10( > .00 2 .50

## FREE LIBRARY COMMISSION.

		1
Name.	Position.	Cozzi- pens zi- tioz z.
W. H. Hatton C. P. Cary R. G. Thwaites C. R. Van Hise Mrs. C. S. Morris M. S. Dudgeon C. McCarthy  Ono M. Imhoff Clara Richards Florence C. Hays Wm. Duffus Blanche Lyle Mollie Rowe Mary Hazeltine Maud Van Buren Helen Turvill Mary Carpenter Lucy Morgan Lucy E. Stearns Margaret Brahany	Member of board Member of board Member of board Member of board Member of board Member of board Secretary Librarian legislative reference department Cataloger Ass't cataloger Ass't cataloger Assit cataloger Assit cataloger Preceptor library school Instructor library school Instructor library school Ass't library school Ass't library school Chief traveling library Ass't traveling library	Expe mses  Expe mses  Expe mses  \$30 = 1.00  14 = .66  7 = .00  10 = 1.00  6 = 7.00  37 = .00  10 = 1.00  6 = 7.00  30 = 1.00
Lucy Curtiss	Competitive. Ass't legislative reference li-	70.00
R. Pengelly  Clara Rasmussen Bertha Matson  Elsie Bitney Irene Johnson  Mrs. Anna Mayers Laura Terwilliger	brary Ass't legislative reference library Stenographer Stenographer Ass't traveling library Stenographer Executive clerk Stenographer	45.00 30.00 60.00 60.00 40.00 55.00 125.00 60.00

#### FREE LIBRARY COMMISSION—Continued.

Name.	Position.	Compensation.
Margaret McCarthy Wm. Nielson Mrs. Wm. Corcoran Willard Fuller	Labor.  Caretaker  Messenger  Caretaker  Shipping clerk traveling library	\$35.00 30.00 35.00 40.00

## STATE BOARD OF FORESTRY.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
R. Van Hise L. L. Russell A. Birge Corge Beyer	Chairman of board Member of board Member of board Member of board	Expenses Expenses
·	Exempt.	
M. Griffith	State forester	
	Competitive.	
Ildred Castle Anna V. (rane Ellis M. Weaver Geo. H. Bailey Albert E. Doolittle Peter C. Christensen J. B. Cook Henry Freund Herman W. Krueger J. H. Krumm Frank J. Long John J. McDonald Phillip A. McDonald Phillip A. McDonald Fred G. Wilson W. D. Barnard Peter Jacobs J. Lucius H. A. Johnson C. R. Brooks Neal Harrington Wakelin McNeel O. L. Sponsler	Ass't state forester Chief clerk Stenographer Forest ranger (with pony) Forest ranger (with pony) Forest ranger (with pony) Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Forest ranger Cruiser Cruiser Cruiser Cruiser Forestry assistant, temp Assistant, temp, and board Ass't, temp, and expenses	50.00 6.00 5.00 5.00 5.00 50.00
	Labor.	
51 laborers—occasional at \$1.15 to \$4.	OO now dow	

# DEPARTMENT OF STATE GAME WARDEN.

Name.	Position.	
	Unclassified.	<u> </u>
John A. Sholts	Game Warden	P
John A. Books	Exempt.	
Fred Gerhardt	Chief Deputy	t
Myrtle Megow	Clerk	
	Competitive.	
Jennette Leidle	Stenographerper day	ĺ
Conrad F. Asmuth	Deputy	
Wm Barnhaedt	Deputy "	
Gro. Bertutt	Deputy	
I. II. Boomer	Deputy	
A. R. Brunet	Deputy	,
W. A. Cole	Deputy	
P. S. Curtiss	Deputy	
J. R De Loug	Deputy	
Peter Diedrich	Deputy"	
W. P. Elllott.	Deputy "	ļ
F. S. Fisher	Deputy "	
C. E. Follott	Deputy	1
E. W. Gautach	Deputy	
Willett T. Grey	Deputy "	,
A W. Hall	Deputy	i
Geo, F. Hall	Deputy	
J. B. Hill	Deputy	
Andrew ilope	Deputy "	
A. I. Hulbert	Deputy	
J. G. Koeler	Deputy "	1
J. A. Kemp	Deputy	
W. A. Keys S. B. Kirkoff	Deputy	
Michael Kleist	Deputy "	
A. J. Klofunda	Deputy	
C. S. Little	Deputy	) I
Jas. McNaughton	Deputy	į
W P. Mason Henry J Oberholtzer.	Deputy	]
James Oberholtzer	Depute "	Ì
Edw E Powell	Deputy	i
Val Raeth	Deputy	,
S. P. Richtman	Deputy	į
Frank F. Russell	Deputy	1
II J Schleuter	Deputy	
A G Schmidt	Deputy	
L. M. Soule	Deputy	
A, E. Storrs	Deputy "	1
M. F. Swant	Deputy	
H C Tiedeman	Deputyper day	
W. W. Wismer	Deputy	l
		_

#### GEOLOGICAL AND NATURAL HISTORY SURVEY.

Name.	Position.	Com- pensa- tion.
rancis E. McGovern. harles P. Cary. harles R. Van Hise. Alford Plantz ean E. A. Birge.	Unclassified.  Commissioner	Expenses Expenses Expenses
V. O. Hotchkiss  less Brewer  L. Buser  us Courcy  tugh Conrey  J. Cotton  J. Crawford  J. Dunnewald  J. Graul  Juday  L. Musback  Vind J. Noer  mel Thompson  r. Samt Weldman  R. Boorman  A. Schuette  Ouls G. Steck	Exempt.  State Geologist Chief Clerk Field assistant Analyst solls Scientific assistant Chemist Scientific assistant Soil expert Analyst solls Biologist, special agent Field assistant and analyst Field assistant Geologist Scientific assistant, per hr Chemist Scientific assistant	250.00 75.00 40.00 115.00 35.00 50.00 83.33 90.00 125.00 115.00 40.00 40.00

#### GRAIN AND WAREHOUSE COMMISSION.

z J. Nye Col		Compensa- tion.
z J. Nye Col		
	mmissioner	Per mo. \$200.00 200.00 200.00
₩yme Larson Ste	Exempt.	00 00
Aute. dwargenauge nung n. n. e. vi p.f.	Competitive,	00 00
J. Gnuthler	nitor	15 00
	Noncompetitive.	ı
N. Arnold.  W. Bartholomew.  B. Coombes.  B. Coombes.  Ch.  B. Coombes.  Ch.  B. Coombes.  Ch.  B. Coombes.  Ch.  B. Coombes.  Ch.  B. Coombes.  Ch.  De mk E. Dundon.  De mk E. Dundon.  De F. Hertlein.  A Juneau.  Ch.  A Juneau.  Ch.  A Juneau.  Ch.  A Juneau.  Ch.  A Juneau.  Ch.  A Juneau.  Ch.  L. Moylan.  De win H. Page.  H. Scott.  W. Thomas.  Baton Whereatt  De M. Wilson  De M. Wilson	puty weighmaster puty weighmaster puty weighmaster puty grain inspector ief deputy grain inspector puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty grain inspector lef grain inspector puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster puty weighmaster	95 00 75 00 100 00 95 00 150 00 100 00 150 00 90 00 95 00

# STATE BOARD OF HEALTH AND VITAL STATISTICS

Name.	Position.
	Unclassified.
E. S. Ilayes. H. A. Mellike. Charles Sutherland C. A. Harper. L. E. Spencer. L. P. Mayer. W. F. White.	Member of board  Member of board  Member of board  Member of board  Member of board  Member of board  Member of board
	Exempt.
C. A. Harper Amelia A. Walter	Secretary Stenographer
	Competitive.
Alma Anderson Josephine Bennewise Marcella Casey L. W. Hutchcroft Eddena Morey Nellie Schwartz Anna Wald Winnie Warner	Clerk Clerk Clerk Chief clerk Clerk Clerk Clerk Clerk Clerk
	Noncompetitive.
L. E. Spencer	Sanitary Inspector

## HIGHWAY COMMISSION.

Name.	Position.
	Unclassified.
J. A. Hazelwood John S. Owen J. H. Van Doren F. E. Turneaure W. O. Hotchkiss F. M. Balsley H. D. Blake W. C. Buetow W. G. Caldwell J. T. Donaghey J. E. Gillespic H. J. Haley Sidney P. Hall E. B. Heimbach A. R. Hirst J. C. Jerome C. J. Johnson August Kringle F. W. Labram A. L. Luedke F. F. Mengel H. A. Parker Thos. W. Reilly T. M. Reynolds G. E. Schroeder J. E. Smitn	Chairman Commissioner Ex officio Ex officio and secretary Expert Engineer Ass't bridge engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer Engineer

# HIGHWAY COMMISSION—Continued.

Name.	Position.	Com- pensa- tion.
·	Unclassified.	
Ed. Steidmann  M. W. Torkelson  F. G. Tucker	Geologist	=225.00
	Exempt.	Per mo.
Wm. Dawson	Chief clerk	100.00
	Competitive.	
Harry E. Benedict. Josephine Cullinan Grenn Dickey C. W. Gates.	Stenographer Clerk Blueprint boy Draftsman	75,00 45,00 40,00 75,00

## STATE HISTORICAL SOCIETY.

Name.	Position.	Com- pensa- tion.
	Unclassified.	•
21 members Library staff.		
Martin Lyons Magnus Nelson Irving Robson	Competitive.  Janitor and mechanic  Janitor and mechanic  Janitor and mechanic	
	Labor.	
Elizabeth Alsheimer Rarbara Brisbois Ren Butts Newell Dodge Tillie Gunkei Anna Mausbach Kate Mausbach Gertrude Nelson Mary Schmelzer Ida Steffen	Housemaid Housemaid Office messenger Elevator boy Housekeeper Housemaid Charwoman, per night Housemaid Housemaid Cloak room attendant, per evening	38.00 1.00 40.00 38.00

#### BOARD OF IMMIGRATION.

Name.	Position.	Compensation.
J. A. Frear. H. L. Russell. George McKerrow	Unclassified.  Commissioner	Per mo. Expenses Expenses Expenses
B. G. Packer	-	\$150.00 75.00

#### STATE INDUSTRIAL COMMISSION.

Name.	Position.	Com- pensa tion.
	Unclassified.	Per 🗪
harles II. Crownbart	Chairman Commissioner Commissioner	\$416_ 416_
	Exempt.	
Paul J Watrous Siva Norris A Tarrell	Secretary	70 = 0
	Noncompetitive.	
Vm Leiserson	Gen't supt. free empl't office Safety advisor	15 <b>O</b> - 0 25 <b>O</b> - 0
	Competitive.	
lenry J Beckerle	Clerk Ass't sup't free employ't of the	7.55.00
'lara M. Briggs	Clerk, per hour	3.45 00
frs. Elsie Essman D. D. Evans	Deputy (inspector)	125 00
larie Fiene lary M. Ford	Clock and stanogeanhar 1	45 00 SO 00
hylor Frye	Stene grapher Deputy Deputy	123 3
ohn Humphrey	Deputy (inspector)	125 M
A King	Sup't free empl't office Milw. Sup't free empl't office, Lal	100
·	Crosse	100 !!
L. J. Kremer.	Deputy (inspector)	1494) U
I. G. Lee.	Stenographer	100.0
ing Lebnhoff	Deputy Chapectori	-125.0
ra L. Lockney. rank T. McCormick.	Expert stenographer	140.0
mine conducty	Deputy	100 0
A Norris	Stenographer	1460, 60
dotence Perrin	Deputy	69.0
Mw. Phelps,	Sup't free empl't office, Superior	75 - 44
V O, Pletzsch	Chief clerk	116 - 📆
labet Post	Stenographer	1460 _ 52
Percy O. Powell	Deputy	
tura Powers Tenry Schreiber	Sup't free empl't office. Osh	
obn S Schwartz	Kosh ('lerk '	40 - 1
forace Secrist	Statistician	120 - 7
Iny Singer	Stenographer	55 - 1 60 - 1
tmy Singer drs Cara Stathem land swett E Vallier	Idbracian	91 -
F. Vallier	Deputy (inspector)	$\frac{125}{50} - \frac{7}{6}$

# INSURANCE COMMISSION.

. Name.	Position.	Com- pensa- tion.
II. L. Ekern	Unclassified. Insurance Commissioner Exempt.	Per mo. \$417.66
Rose Anderson	Stenographer Dep. commissioner Competitive.	100.00 208.33
L. A. Anderson B. S. Beecher Chas. E. Bennett John M. Bessey Frank Bryant Wm. H. Glenz P. D. Gurnee E. A. Ketcham Mrs. M. Monteith Eugene Shepard Harry Whipple	Actuary 2d ass't actuary Fire prevention inspector. Clerk License Clerk Clerk Ass't actuary Examiner Filing clerk Chief clerk Stenographer Noncompetitive	$egin{array}{cccccccccccccccccccccccccccccccccccc$
Grady II. Hipp	Spec. ass't actuary (working fellowship)	50,00   50,00   50,00

#### LAND OFFICE.

Name.	Position.	Compensation.
James A. Frear.  I. II. Dahl. I. II. Bancroft.	Unclassified.  Member of board  Member of board  Exempt.	Expenses
W. II. Bennett	Chief clerk	\$133.33 50.00
M. Lampert	Assistant Chief Clerk	116.56

## LIVE STOCK AND SANITARY BOARD.

Name.	Position.	Corner - pensan - tiora -
Prof. E. G. Hastings. Grant Fisher Geo. Wylie Geo. McKerrow Dr. H. L. Russell Dr. Clark	Unclassified.  Member of board Member of board Member of board Member of board Member of board Member of board	Expense Expense Expenses
Ralph E. Katz	Exempt. Secretary	\$125.00 40.00
Nellie Cameron	Stenographer	55,00

#### MINING TRADE SCHOOL.

Name.	Position.	Compensation.
A. Kuludjian	Competitive.  Janitor and engineer	Per mo.   \$50.00
Hayop Papiertzian	Labor, Laborer, per hour Laborer, per hour	. 25

## BOARD OF NORMAL SCHOOLS.

Name.	Position.	Com- pensa- tion.
	Unclassified.	<u> </u>
H. O. Hamilton. Mrs. Theodora W. Youmans. Theo. Kronshage Emmett Moran John Harrington George B. Nelson. C. H. Crownhart Duncan McGregor Thomas Morris Freeman H. Lord.	Member of board.  Member of board.  Member of board.  Member of board.  Member of board.  Member of board.  Member of board.  Member of board.  Member of board.  Member of board.  Member of board.  Member of board.	Expenses Expenses Expenses Expenses Expenses Expenses Expenses
William Kittle	Exempt. Secretary Stenographer	Per mo. \$208.33 75.00
Alice M. Carey	Competitive.	65.00

#### LA CROSSE NORMAL

LA CROSSE	NORMAL.	
Name.	Position.	Coin- pensa- tion.
	Unclassified. Thirty-four Instructors. Competitive.	Non-an-a
Myrtle Shanks Howard Jones C. W. Reed	Stenographer	Per mo.   \$75.00   50.00   75.00
P. A. Hammer. John McKay	Janitor	55.00 50.00
A. L. Marshall	Labor. Ass't janitor	50.00
MILWAUKE	E NORMAL.	
Name.	Position.	Com- pensa- tion.
	Unclassified.	
	Fifty-nine Instructors.	
Maud Burdick  Cora Kaul  Mahel Wagner  Marguerite Reuter  Stella Garvey  Otto Schmidt	Competitive.  Stenographer and clerk  Stenographer  Stenographer  Stenographer  Pianist  Engineer and janitor	Per mo. \$100.00 60.00 50.00 40.00 1.25 100.00
	Labor,	
Max Lass Ernest Hornberg Mrs. Minnie Grosskopf Robert Brookman	Ass't janitor	55.00 55.00 40.00 50.00
ознкозн	NORMAL.	
Name.	Position.	Com- pensa- tion.
	Unclassified.	
!	Forty-six Instructors.	
	Competitive.	Don ma
Frances M. Burke. Mrs. Mabel Riordan. L. W. Vosburg. E. an Vincent	Clerk and stenographer Clerk Engineer Janitor	85.00

Labor.

 $\frac{47.50}{45.00}$ 

#### PLATTEVILLE NORMAL.

Name.	Position.	Com- peusa- tion.
Belle Burke	Unclassified.  Twenty-seven Instructors.  Competitive.  Stenographer and clerk Janitor	Per ma   \$65.0   65.0
	Labor.	
Several charwomen for occasional serv	ice.	i 1

#### RIVER FALLS NORMAL.

Name.	Position.	Conme pensal tion -
	Unciassified.	
•	Twenty-seven Instructors.	i    -
	Competitive.	Per m
Laura McCormick Frank B. Thayer Helen Pratt	Stenographer	\$755 .

#### STEVENS POINT NORMAL.

Name.	Position.	Compensation.
	Unclassified.	
	Thirty-one Instructors.	
	Competitive.	Dan m
Minnie Johnson	Stenographer Stenographer and clerk Engineer Janitor	Per m \$75.0 40.0 60.0

# SUPERIOR NORMAL.

Name.	Position.	Compensation.
Helen Hill Rae Schneider Maurice Hoover Herman Krenz Mrs. Anna Taylor	Unclassified. Thirty-one Instructors. Competitive. Stenographer	Per mo. \$75.00 50.00 85.00 65.00 50.00
Anna Haglund Elizabeth Knudson Hannah Extrom	Noncompetitive.  Cook	45.00 30.00 25.00
Ole Lund John Flodin Corinne Haglund Bothilda Jessen Ingeborg Nelson Lizzie Sorvisto Mrs. Lindquist	Labor.  Assistant janitor  Assistant janitor  Maid  Dining room  Kitchen helper	20.00 20.00 30.00 20.00

## WHITEWATER NORMAL.

Name.	Position.	Com- pensa- tion.
•	Unclassified.	
	Thirty Instructors.	
<b>i</b>	Competitive.	
Lillian Neipert Nora M. Wood William Rieder Charles Kitsman	Stenographer and clerk Pianist Engineer Janitor	20.00
	Labor.	
King Rockwell	Assistant janitor	50.00

#### OIL INSPECTION DEPARTMENT.

Name.	Position,	Cont- pensit- tion.
Louis F. Meyer	Unclassified. State Oil Inspector Exempt.	Per mo. \$160 66
Nellie R Nolan	Stenographer	50 00
	Competitive.	
Dexter Witte		100 00
Fred G. Babcock O. J. Brog Theo. Beorger Henry Bernes Louis Blegan C R Brink L. C. Bronstad E. J. Battles F. M. Charlesworth J. B Christoph Benj Claylorn Jas. Campbell Conrad Ensorg Geo. H Ferris H L. Gendre Albert Gills N. Grochginger Anton Hansen G H Holder C. F. Hewitt J. B. Hicks Caspar Lebris Oscar Libatholm C. A. Lytle Jas. McGee R J. Malipress S. Mitchell Chas Mohr Jr J. C Niedbalski A E. Nelson C C Olin Jos Omandson Win P Peters E A Petersen	Deputy	Fors Fors Fors Fors Fors Fors Fors Fors
E A Peterson	Deputy	Page
John G. Prichard	Deputy	Fees Fees
J G Rude	Deputy	Fres
C. H. Speck	Deputy	Fees
Ava Sprague	Deputy	Fees
Frank B St. Louis . J 11 Stouthumer	Deputy	Fees Fees
R L Southey	Deputy	Fees Fees
G P Thompson .	Deputy and a series with	Feet Feet
Frank Wilson F Westman	Deputy	Fees Vees
W. L. Wightman Alex. Wilson	Deputy	Feet
C. H. Wood	Deputy	First First
=		====

## PRINTING BOARD.

iame.	Position.	Compensation.
•	Unclassified.	
		Expenses
	Competitive.	!
		Per mo.
	Ass't printing clerk	
		125.00
		125.00
11		50.00
		125.00
• • • • • • • • • • • • • • • • • • • •		
		$\{-25.00$
	Proof reader	100.00
• • • • • • • • • • • • • • • • • • • •		
• • • • • • • • • • • • • • • • • • • •		1 = 50.00
	Proof reader	+125.00

#### TATE BOARD OF PUBLIC AFFAIRS.

Name.	Position.	Compensation.
	Unclassified.	Per mo.
vern	Chairman	; 1
• • • • • • • • • • • • • • • • • • • •	Member of board	! 
• • • • • • • • • • • • • • • • • • • •	Member of board	!
	Member of board	; 1 1
	Member of board	•
	Member of board	]
	Director	\$333.3
	Ass't secretary	166.6
	Expert accountant	1 114.5
		200.0
	Expert accountant	$egin{pmatrix} 100.0 \ 125.0 \end{smallmatrix}$
• • • • • • • • • • • • • • • • • • • •	Expert accountant	50.0
		75.0
	Expert accountant	75.0
	Expert	
11	Expert accountant	165.0
	1 13	150.0
	13- 14- 14- 14- 14- 14- 14- 14- 14- 14- 14	100.0
	Efficiency expert	1 - 125.0
	Expert accountant	133.3
	Expert accountant	
	Expert accountant	
· · · · · · · · · · · · · · · · · · ·	Expert accountant	100.0
	Exempt.	1
	Stenegrapher	60.0

## STATE BOARD OF PUBLIC AFFAIRS—Continued.

Name.	Position.	Compensation.
	Competitive.	Per me
C. S. Ashmun	Accountant	\$85.1
Anna Curtin	Stenographer	
Mabel Gratz	Typist	1
lra A. Hankey	Stenographer	
C. L. Jamison	Statistician	
E. Kuorr	Junior accountant	
Francis S. Lamb	Accountant	^
Anna McKee	Stenographer	

## DEPARMENT OF PUBLIC PROPERTY.

Name.	Position.	Com- pensa- tiou.
Wm. Essmann	Unclassified. Sup't of Public Property	Per mo. \$208.3
Aug. C. Meyers	Exempt.  Ass't superintendent	125. ⁰
	Noncompetitive.	
Ole Thompson	Janitor at executive mansion	60.0
S. C. Bass. J. F. Beck. H. O. Bennett. Chas. Beyler Garfield G. Bieber L. M. Bresee. Julia Brophy Sadie Christoffer W. H. Cobb. N. A. Crampton J. Danielson Oliver M. Davis. J. Dean S. T. Dodge. H. R. Dorman Peter Duex H. S. Dyer. Even Ekern O. O. Elverking. M. L. Ensign Karl Ehrgott Alex. Farley Arthur M. Glidden Chas. Gussman Bertha Haines Edw. Harrington Clara Hart Wm. A. Henwood Frank Higgins John Hoffman Andrew Holmes Tolleff O. Homme	Police Police Janitor Fireman Janitor Chief clerk Chief telephone operator Multigraph operator Police Night watchman Elevator man Carpenter Police Engineer assistant Janitor Helper Janitor Laborer Ass't engineer Ass't carpenter Clerk Fireman Copyist State painter Janitor Elevator operator Engineer Ass't state painter Laborer Ass't state painter	75. 70. 133. 50. 70. 70. 100. 100. 100. 100. 100. 100. 100. 100. 100. 100. 100. 100. 100. 100. 100. 100.

# RTMENT OF PUBLIC PROPERTY—Continued.

Name.	Position.	Compensation.
		Per mo.
	Janitor	\$70.00
	Recording and shipping clerk	
	Telephone operator	45,00
	Chief engineer	
	Police	
	Fireman	
	Night watchman	70.00
	Janitor	70.00
	Police	
Ab	Ist Ass t carpenter	75.00
then	Janitor	
	Jauitor	$\frac{10.00}{70.00}$
	Janitor	70.00
	Ass t engineer	100.00
	Police	
	Carpetman	
	Janitor	
er	Janitor	70.00 70.00
enberg	Janitor	70.00
	Assit eng. and expert elec	100.00
	Janitor	
	Ass't engineer	83.33
	Elevator operator	70.00
	Elevator operator Janitor	·
Pr	Operating engineer	$egin{array}{c} 70.00 \ 208.33 \end{array}$
	Helper, heating plant	75.00
	Stenog, and ass't stock clerk	75.00
	Labor.	
,	Cuspidor cleaner	60.00
	Laborer	
d	Janitor	70.00
	ScrubwomanPer day	2/00
	Janitress (Mil.)	9.00
	Laborer	60.00
1	ScrubwomanPer day Charwoman	2.00
son	Scrubwoman Per day	2.00
cker	Helper	$egin{array}{c} 2,00 \ 60.00 \end{array}$
n	Scrubwoman Per day	2.00
re	Laborer	4243 4341
oskey	ScrubwomanPer day	2.00
	Laborer	60,00
	Laborer	60.00
		60.00
		4:41 4:41
	Laborer	60 00
	Laborer	60 00
	Laborer Laborer Scrubwoman Laborer	60.00 2.00 60.00
rn	Laborer Laborer Scrubwoman Laborer Laborer	60,00 2,00 60,00 60,00
rn	Laborer Laborer Scrubwoman Laborer Laborer Laborer Laborer	60,00 2,00 60,00 60,00
orn	Laborer Laborer Scrubwoman Laborer Laborer	2,00 60,00 60,00

#### RAILROAD COMMISSION.

_ · · · · · · · · · · · · · · · · · · ·	
	1
Name.	Position.
F-WFIT .	
-	
	Unclassified,
	, P
John H. Roemer	Commissioner
Halford Erickson	Commissioner
David Harlowe	
F. W. Doollttle	Expert
Edwin F, Gruebl	Statistician
Ida M. Lawrie	Expert
Geo. C. Matthews	Expert
Margaret Schaffner	Expert
Cecil Schreiber	Statistician
E. N. Strait	
	Expert
W B Schulter, a comment	Expert
	Exempt.
	·
J. M. Winterbotham	Secretary
W. C. Daumling	Stenographer
TTE OF SUMMERSON BLANCE CO.	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s
	Camanakikina
	Competitive.
An A A	4111
Harry Abendroth	Clerk
R. V. Adams	Clerk
W A Anderson	Clerk
Ralph Butler	Clerk
Emily Clark	Stenographer
	71
Wm Dinneen	Clerk
John A. Dorney	Clerk
Geo. J Eberle	Clerk
G. H. Eckhardt	Clerk
Harriette Fish	Clerk
A. T. Filnt	Clerk
Stella E Ford	Typist
L. B. George	Stenographer
M. G. Glaeser	Charles 1
Ethel C. Harman	Typist
Bertha Heinemann	Typist
J F Hogan	Chief clerk
Ralph M. Hoyt	Stenographer
John J Jirgal	Clerk
A H. Jongeneel.	Stenographer
Laura M Lee	Stenograpuer
L. L. Lilly	Latte of the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second sec
	Stenographer
Lillian Minch	Typist
Rosalind S. Moore	Clerk
Raiph Morrison	Clerk
S. L. Odegard	Clerk
John O'Connell	Clerk
Agner Page	Clerk
Agnes Page	
To at Boson	
W C Reger	Clerk
Preston Reynolds	Clerk
Katherine Romanosky	Stenographer
Chas. A. Selferti,	Accountant
C. R. Sexton	Clerk
O S. Syftestad.	Clerk
Chas. E Thayer	Stenographer
	Clerk
II. II. Veerhusen	Clerk
L. T. Walker	Assistant secretary
	Competitive,
O. R. Welnandy	Statistical clerk
F. P. Anderson	Statistical clerk
Jos Smethurst	Clerk
way were and the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of t	

## RAILROAD COMMISSION—Continued.

Name.	Position.	Com- pensa- tion.
George E. Taylor	Noncompetitive.  Working fellowship, half time Working fellowship, half time  Labor.	Per mo. \$50.00 50.00
James Diebold	Messenger	25.00

## JOINT RAILROAD COMMISSION AND TAX COMMISSION.

Name	Position.	Com- pensa- tion.
	Unclassified.	Per mo.
W. D. Pence	Chief engineer	\$167.00
C. J. Belsky	Expert Per day	3.00
C. F. Burgess	Expert	$\begin{array}{c} \textbf{125.00} \\ \textbf{85.00} \end{array}$
R. G. Butler	Railway operation inspector	125.00
S. W. Cheney	Inspector electric service	110.00
E. E. Dillon	Ass't service inspector	110.00
R. L. Fitzgerald	Ass't service inspector	$\begin{array}{c} 85.00 \\ 85.00 \end{array}$
C. A. Halbert	Expert	110.00
Fred Hammett	Expert help	75.00
M. H. Hovey	Expert inspector (safety serv-	
W. M. Ketchum	ice) Expert	$\begin{array}{c} 125.00 \\ 90.00 \end{array}$
9. J. Schieber	Expert	70.00
W. R. Schmidley	Ass't service inspector	110.00
y. B. Schulte	Expert (occasional)	85.00
J. II. Sloan	Expert	125.00
H. II. Stoelting.	Ass't service inspector Emergency-Expert	
E. N. Whitney	Emergency-Expert Expert (occasional) per hour	80.00 .40
H. L. Woolhiser	Expert	75.00
J. A. Cutler	Expert	
W. S. Kinne	Special expert	5.00
The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	Expert	5.00 
Bertha Moritz	Exempt.	00.00
The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	Stenographer and file clerk	90.00 
A D Dumanum :	Noncompetitive.	
A. E. Berggren	Ass't field inspector (occasional)Per day	3.50
J. N. Bidwell	Safety service inspector	125.00
Leonard Boon	Assu field inspector	100.00
Henry Bucher	Ass't field inspector	100.00
C. G. Burritt	Ass't field inspector	3.50
C. A. Distelhorst	Inspector—elec. service Assit inspector (civil eng.)	$egin{bmatrix} 150.00 \ 65.00 \end{smallmatrix}$
W. O. Fowler	Ass't inspector (civil eng.)	1 - 70.00
W. J. Freeman	Field mechanical inspector	125.00
R. A. Fucik	Assistant inspector	75.00
t 4 Utoltice	Office engineer	$egin{array}{cccc} 1&150.00\ 1&125.00 \end{array}$
L. Gross		
L. Gross	Civil engineering inspector.	125 M
i. L. Gross	Civil engineering inspector Ass't inspector Civil engineering inspector	125.00 150.00

# JOINT RAILROAD COMMISSION AND TAX COMMISSION—Con.

C. M. Larson. Ass't engineer 16 H. E. McWhetly Ass't field inspector 80 J. G. D. Mack Chief mech, inspector 123 G. S. Mears Ass't inspector (civil eng.) per day 3 W. E. Miller Clivil engineer inspector 150 J. R. Ong Field electrical inspector 100 W. F. Sloan Field electrical inspector 100 W. F. Sloan Field electrical inspector 100 J. H. Wasson Ass't field inspector, per day 5 J. H. Wasson Ass't field inspector (civil eng.) 65 C. Zantow Ass't field inspector (civil eng.) 65 C. Zantow Ass't field meca, inspector (occasional) 150 A. E. Berggren Ass't field inspector 3  Competitive.  Glenn Dickey Charge of blueprint room 40 Isabelle Fleckenstein Stenographer 50 Helen Friedland Typist 50 Maude Hitchcock Typist 50 Maude Hitchcock Blue printing ass't, per hour 51 Edith Rodermund Stenographer 56 Eunice Sasman Cost account clerk 56 Eunice Sasman Cost account clerk 56	Name.	Position.	Com- pensa- tion.
Glenn Dickey Charge of blueprint room 40 Isabelle Fleckenstein Stenographer 50 Clara M. Flugum Stenographer 50 Helen Friedland Typist 60 Maude Hitchcock Typist 65 L. W. Ketchum Blue printing ass't, per hour Edith Rodermund Stenographer 50 Eunice Sasman Cost account clerk 65	H. E. McWhetly J. G. D. Mack G. S. Mears  W. E. Miller J. R. Ong T. B. Turner W. F. Sloan Leslie Van Hagan J. H. Wasson C. Zantow H. J. Thorkelson	Ass't engineer  Ass't field inspector.  Chief mech, inspector.  Ass't inspector (civil eng.)  per day  Civil engineer inspector.  Field electrical inspector.  Field electrical inspector.  Field electrical inspector.  Ass't field inspector, per day  Ass't inspector (civil eng.).  Ass't field inspector.  Field meca, inspector (occasional)	Per mo. 166   66 80   00 125   00 125   00 125   00 150   00 5   00 80   00 150   00 3   50
Fred Erickson Messenger boy	Isabelle Fleckenstein Clara M. Flugum Helen Friedland Maude Hitchcock L. W. Ketchum Edith Rodermund Eunice Sasman	Charge of blueprint room. Stenographer Stenographer Typist Typist Blue printing ass't, per hour Stenographer	$ \begin{array}{rcl} 40 & -00 \\ 50 & -00 \\ 50 & -00 \\ 65 & -00 \\ -20 \\ 65 & -00 \end{array} $

#### DEPARTMENT OF REVISOR OF STATUTES.

Name.	Position.	Com- per = n- tion.
L. J. Nash	Unclassified.  Revisor of statutes  Exempt.	Per 1110. \$41 6 - 66
Arthur F. Belitz	Ass't revisor	250 - 40 70 - 40 45 - 40 40 - 00

#### DEPARTMENT OF SECRETARY OF STATE.

Name.	Position.	Com- pensa- tion.
tm. A. Frenr	Unclassified.  Secretary of state  Exempt.	Per mo, \$416.06
B. Nagler	Ass't secretary of state Stenographer	208.33 75.00
	Competitive.	
J. Anderson an Bowden C. Brandt B. Brown S. Christopherson J. Cobban M. H. Comerford Ctaire Cook E. Edwards The H. Hillyer The Honewood Tryey M. Howitt S. Kissel The Lorigan M. Murphy J. Nelson Tester A. Nickerson Tace Pierce The Sperman	Ass't printing clerk Registration clerk Ass't Incorporation clerk Registration clerk Vault clerk Filing clerk 1st Ass't bookkeeper Warrant clerk Incorporation clerk Clerk Clerk Clerk (stenographic) Stenographer Shipping clerk Recording clerk Chief bookkeeper Clerk Notarial clerk Second ass't bookkeeper Statistich clerk (stenog.) Clerk Printing Clerk Chief clerk Chief clerk	100.00 35.00 100.00 65.00 116.66 133.33 100.00 125.00 100.00 150.00 150.00 100.00 150.00 100.00 150.00 150.00 150.00

#### STATE PARK BOARD.

Name.	Position.	Com- pensa- tion.
E. Brittingham	Unclassified.  Member of board  Member of board	Per mo.
in W. Wright	Competitive	\$60.00 50.00

## SUPERINTENDENT OF PUBLIC INSTRUCTION.

Name.	Position.	Com- pensa- tion.
C. P. Cary	Unclassified.  State superintendent Ass't industrial education  Exempt.	Per mo. \$416.66 333.33
J. B. Borden	Ass't superintendent Clerk and stenographer Competitive.	_208.00 75.00
Dora Casey Hazel E. Chandler Geo. H. Drewry C. L. Harper W. H. Hunt W. E. Larson Winona Merrick O. E. Rice Ormel Schlosser Vlasta Stupecky H. L. Terry A. J. Winnie A. H. Upham C. F. Viebahn Prof. Scott	Stenographer Stenographer State School inspector. Chief clerk State school inspector. Rural school inspector. Index and filing clerk Library clerk Mailing clerk Stenographer High school inspector. Deaf school inspector. Examiner, per diem. Examiner, per diem. Examiner, per diem.	75.00 75.00 150.00 187.50 150.00 187.50 100.00 83.33 75.00 208.00 150.00

#### TREASURY DEPARTMENT.

Name.	Position.	Com- pensa- tiom.
A. H. Dahl	Unclassified.  Treasurer	Per m ←. \$416. ←\$6
Henry Johnson	Ass't treasurer	208. <b>3</b> 3 83. <b>5</b> 0
Olaf Goldstrand	Noncompetitive.  Night watchman	62.
J. P. Leigh. Arthur Pugh Louis P. Rupp. Oscar J. Taeuber Chester Wilcox	General clerk Bookkeeper Warrant clerk Bookkeeper General clerk	133. 33 150. 63 116. 63 150. 63 133. 33

#### DEPARTMENT OF STATE VETERINARIAN.

Name.	Position.	Com- pensa- tion.
Dr. O. H. Eliason	Unclassified.  State veterinarian  Exempt.	Per ma. \$166.66
Local assistants are employed for occas:	First Deputy	125.00

#### SUPREME COURT.

Name.	Position.	Com- pensa- tion.
F. K. Conover. F. W. Arthur Jos. Gallagher Kate Kershaw Ella M. Law Wilbert Liesse T. P. Nelson J. A. McLeod J. E. Usher C. H. Beyler Geo. M. Kanouse	Exempt.  Court reporter Ass't reporter Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Private secretary Arivate secretary Messenger and crier Marshal	Per mo. \$333.33 166.66 125.00 125.00 125.00 125.00 125.00 125.00 125.00

#### TAX COMMISSION.

Name.	Position.	Com- pensa- tion.
Nils P. Haugen. Thomas E. Lyons. Thomas S. Adams.	Unclassified.  Commissioner	Per mo. \$416.66 416.66 416.66
A. J. Myrland	Exempt.  Secretary Inheritance tax investigator Stenographer	166.66 250.00 100.00
Henry B. Nelson.  John G. Herndon.  K. K. Kennan. J. B. Tanner.	Noncompetitive.  Working fellowship (Inc. T. Dept.)  Working fellowship (Inc. T. Dept.)  Supervisor income tax  Expert accountant	100.00 100.00 333.33 229.16

# TAX COMMISSION—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	
tanley M. Allyn	Assistant	\$70.00
J. Brabant.	Clerk	100.00
ora Brunsell	Clerk, temp	40.00
o. Campbell	Special arent	70.00
ura E. Carter	Clerk	55.00
s. Mabel Cella	Stenographer	83.33
o R. Cobb	Special agent	55.00
A. Crocker	Special agent	110.00
ne Cuibertson	Clerk, temp	35.00
le Diliman	Assistant and clerk	85.00
el Higbee	Clerk	55.00
E James	Statistician	200.0
s. A. E. James	Stenographer, temp	65.00
J Koester	Stenographer	125.00
roline Kunts	Stenographer	75.00
b D. Leigh	Clerk	55.00
rold Lorge	Special agent	-115.00
therine Luft	Copylet	55 04
len Machils	Stenographer	65 0-
J. McDonald.	Special agent	60 04
yme Miller	Clerk	50.0r
an K Miller	Index clerk and librarian !	100.0
H Miner.	Special agent	55 G
T Nolan	Special agent	110 •
il N. Reynolds	Special agent	115
n E. Saeman.	Stenographer and clerk	60.
vin F Schwenker	Special agent	90
na M. Sullivan.	Stenographer	50_
car B. Thayer	Ass't statisticien	125
rold K. Thurston.	Special agent	60
lla Vick	Clerk	60 -
o L. Zinke	Junior accountant	70-

## INCOME TAX ASSESSORS.

Name.	Position.	Co-m- pensa- tion.		
	Competitive.	Per nio.		
Jos. E. Dalton.  Jos. H. Martin  Wm. F. Dockery F. A. Taylor.  I. M. Stauffacher  Thos. L. Cleary  Herbert V. Cowles  Frank S. Trucks  John Ross  Carroll Atwood  Louis D. Guth  A. H. Bussewitz  Mark Tomilinson  Chas. H. Stone  Thos. J. Bergen  Jas. E. Kelzet  W. J. McDonnell  Bryon J. Morse  D. M. Shea	Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes Assessor of Incomes	\$100 - 000 100 - 33 100 - 000 100 - 033 100 - 033 100 - 033 100 - 033 100 - 033 100 - 000 100  Adamson F. H. Demison Joseph Connell H. A. Dvorak	Assessor of incomes	100 — 00 100 — 00 100 - 00

#### INCOME TAX ASSESSORS—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	
ignon nagan P. Een Collack midt Grimm Emerson F. Rapraeger Dent Elmer arker Storch Laidlaw aples Bubar	Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes  Assessor of incomes	\$100.00 83.33 83.33 100.00 100.00 83.33 100.00 83.33 83.33 100.00 100.00

## ASSISTANTS TO INCOME TAX ASSESSORS.

Name.	Position.	Com- pensa- tion.
	Noncompetitive.	Per mo.
enhoutz	Deputy	· · · · · • • • · · · · · · · · · · · ·
J. Host		
lunter		
. Frost		
owneli		
man		
ıllock		
D. Moore		
awson		
ler		
ross		
Cooke		
ambers		
Walters		
hlomovitz		
blomovitz		100
ele		!
ckering		
Cronk		
A. Delaney		2.0
ckery		1.0
raydon	1 A	"   1.0
<u>th</u>		1 1.2
Hackbart	1 ·	
tress	1	"   1.0
Inman		1 .0
ndraint		
ortenson	Stenographer	30.0
sell		$  \dots   30.0$
melzer		
<b></b>		
ıbbs	Deputy	45.0

# TEACHERS' INSURANCE AND RETIREMENT BOARD.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo.
R. C. Ramsey		Expenses Expenses
Elizabeth Herfurth C. P. Cary	Ex officio	Expenses Expenses
A. H. Dahl	Ex officio	Expenses
	Exempt.	
Elizabeth M. Herfurth	Secretary	\$100.00 40.00
	Competitive.	
Edna M. Roloff	Clerk	16% 16% 16%

## DEPARTMENT OF TREASURY AGENT.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
D. H. Davies	Treasury Agent	<b>\$166.66</b>
	Noncompetitive.	
A. A. Andreson A. P. Baker M. E. Baltzer S. W. Barden G. A. Barrett C. M. Bishop W. B. Blachley E. Blashek	Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent Special agent	Fer Fer Fr Fr F

## DEPARTMENT OF TREASURY AGENT—Continued.

Name.	Position.	Com- pensa- tion.
	Noncompetitive.	
H. Karnes	. Special agent	Fe
tancis E. Kellogg		Fe
R. Kibbe		Fe Fe
Kleeher		Fe
outs Laur	. Special agent	F'e
Lindenberg		Fe
ol Levitan		Fe Fe
im. G. Lueps		Fe
K MacKenzie		Fe
hos. H MacNichol	. Special agent	Fe
hos. Malone		Fe
J. Millard		Fe Fe
F. Miller		Fe
. W Millerd	. Special agent	Fe
. J. Morter		Fe
on E. Mowrybas, A. Myers		Fe Fe
eter O. Nelson		Fe
C. Newbr		Fe
bu O'Keefe		Fe
i Oalunison in terretaine		Fe
ohn J Oswald		Fe Fe
ng. Peterson		Fe
Pierce		Fe
seph_Pollak	. Special agent	Fe
H. Rieck	. Special agent	Fe Fe
E. Ritchart		Fe
F. Runkle		Fe
W Sanborn	Special agent	<u>F</u> e
M. Sardeson		Fe
W Scoon	Special agent	Fe Fe
G. Sherman	. Special agent	Fe
D Slewert	. Special agent	F
an A. Mleeper	. Special agent	Fe
nn Soffa		Fe Fe
oward Soyder	. Special agent	Fe
D Taliman	Special agent	Fe
Teasdale	. Special agent	Fe
Thieman	Special agent	Fe
H Thompson	Special agent Special agent	Fe Fe
dam Trester	Special agent	Fe
m Weaver	. Special agent	Fe
ax weyemann	, special agent	Fe
. F Wheeler,,	. Special agent	Fe
M Whitley	445	
D Williams.	. Special agent	Fe
red Winther	. Special agent	Fe
bas. E. Witt	. Special agent	Fe

# 104 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

## WISCONSIN LIVE STOCK BREEDERS' ASSOCIATION.

Name.	Position.	Compensation.
	Disbursing Board.	
J. C. MacKenzie	State board agriculture  Pres. live stock breeders' association  Head dept. animal husbandry, U. of W	
	Exempt.	Per mo.
Geo. C. Hank	Stenographer	\$50.00
R. W. Rowlands	Field director Per day	5.00

#### UNIVERSITY.

Name.	Position.	Com- pensa- tion.
646 positions. Professors and Scientific	Unclassified. Staff. Monthly Salaries. Exempt.	Per mo.
M. E. McCaffrey Henry Albrecht F. G. Babcock Harry A. Bellows Anthony Berg E. A. Bergstein W. D. Bliss Louis H. Blick Frieda Boss Ray Brassure Ida M. Breitkreutz Gilbert Brereton Ruth Brereton R. E. Brosure R. C. Buerki V. R. Buxton J. B. Cahill Mary A. Cook Leo V. Cowin R. R. Crosby L. Davies Dan E. Davis Margaret Davis H. L. Debbink H. H. Douglas Chas. S. Duke W. G. Erdman Anna Fleming J. A. Fletcher Melville Fox F. R. Fuller B. M. Gile Jas. E. Glasspoole Einar Graff G. O. Gullickson Beatrice Habermann	Sec. Bd. Regents. Per month Student janitor Per hour Clerk (Agr. Econ.) Student assistant Student assistant  Tank attendant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant  Student assistant	\$225.00 .25 .25 .25 .20 .25 .20 .25 .20 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .20 .25 .25 .20 .25 .25 .20 .25 .25 .25 .25 .25 .25 .25 .25 .25 .25

## UNIVERSITY—Continued.

= <u>-</u>		
Name.	Position.	Com- pensa- tion,
•	Exempt.	
Eugene Habermann	Student assistant "	\$0.20
1 ctor Habermann	Student assistant "	8.00
Biary Howard	Student assistant " Student assistant "	.25
F. Howard	Student assistant "	. 25
G. Hoyt	Assistant	.20 .30
A. Stubbell	Student assistant . "	.00
	agric. econ "	.28
D. Juday	Student assistant . "	.22 1/2
A toella Kleinheinz	Clerk "	.15
L. Lawson	Student assistant "	.20
Paul Lillard	Draftsman	.30
Heary Lunz	Student assistant "   Student laborer "	.20 .20
3 mian McGlivary	Laborer (R. & G.). Per day	1.50
Diorland McMurray	Student assistant Per bour	.15
Matt McMurry	Student assistant " Carpenter student "	.20 .32
25ga N. Mortin	Clerk student "	.20
SObert Melsekothen	Student assistant "	.25
Prank Mussehl	Student assistant	60.00
Beb I. Natson	Student assistant . "	.23
- 31 Nelvon	Student assistant "	.20
Raymond F Nelson	Student assistant. " Student faultor. "	.25
M Peterson	Student assistant (hr.)	. 20
annah Quate	Copyholder student "	.20
Erwin F Ran	Student	.35
32 M. Ray.,	Ass't librarian	.20
T. 4 ALMY	Student assistant "	.20 .30
H. M. Root.	Student stenographer " Storeroom attendant"	.25
A THE CO. PROUBLES OF STREET OF STREET	Student assistant	. 20
B Sands	Student assistant	50 00
B. Sarkis	Draftsman - agric engi-	. 25
D. F. Schindler	Student assistant "	.50
J. Schmelzer	Student assistant "	. 20 40
TV . A Chale completely	Ass't agric economics	70,00
Todrew Selfert	Ass t librar.nn (br.)	.20
P A Sliwinski	Ass t librarian " Student assistant "	. 25 . 27
Cazel Te Selle	Student assistant (mo.)	6.00
E Thaver	Stenographer student (hr.)	.40
arl Wehrwein	Student assistant	. 25 20
	Laboratory assistant . "	, 20
	Tank attendant	.20
Robert Wilson	Janitor studen (wk)t Student ass't agr (br.)	3.50 .25
Arthur Zinke	Student assistant "	.25
	Noncompetitive.	
C. Bumpus.	Concept manage	416.74
M. Dorbrow	General manager	108 33
	Registra	250 00
eary A. Magili	Nightwa ch Chadbourne	55 00
The Manual Manager	Hall Stenographer	65 (0)
Owena Taylor	Matron	100.00
Seale Wilcox	Stenographer	70.00

#### UNIVERSITY—Continued.

<u> </u>	
Name.	Position. Control pe
	Competitive.
L. Anderson John Anderson John Anderson	Carpenter(br.)
Wm. Appuhn Walter Axley F. F Bailey	Janitor
Ray Balliette Margaret Barry W. F. Bart	Tinner
Sam. Basherov Chas. Batty	Sup'r dairy tests(da.) Sup'r dairy tests(da.)
Edmund Bethke R. B. Billings	Foreman 70 Sup'r dairy tests(da.)
J. E. Bilkey.  Ike Blood  Herman Boldt	Sup'r dalry tests 2 Painter (hr)
John Bolzt John R. Bormett Wm Boyle	Janitor
Arthur Blumeustein Michael Burke Alexis F. Brady.	Janitor
R. F. Brazee,	Clerk, school of music Gt Foreman, horticulture de- partment 54
Antoinette G Brewster	Clerk 74 Carpenter (br.) Stenographer 65
Geo. Brown F. C. Budd Lillie Butler	Janitor 60 Janitor 50 Typesetter 45
Edw G. Carmen	Foreman Hill farm, house! and 63 Sup'r dairy tests (da.) 2
Charles Cass Adab Chandler D. B. Charles	Janitor 55 Stenographer 40 Janitor 55
Frank Chech N. E. Christianson David Clapp	Electrician(hr.) Fletd manager Janiter, chemistry bldg. 55
Patrick Clerkin Henry Clifcorn	Janitor 76 Engineer 77
John H. Clark M. Cohen Mary Coleman	Nup'r dairy tests(da.) 5 Night janitor 56 Stenographer and clerk 50
Geo. T Collins	Clerk Stenographer and clerk. Carpenter 78
Joe Cramer Maud Currie A. J. Dahl	Sup'r dairy tests(da.) 2 Stenographer 44 Nup r dairy tests (da.), 2
Frances Dahmen Mabel Damp Rose Deming	Stenographer 53 Clerk and stenographer 33 Stenographer (br.)
Carl D. Dietrich. C. O. Docken. John Doescher	Fireman Stenographer and clerk 60 Janitor 60
Minnle Dokken	Carpenter
Geo. C Elliot	Carpenter
John Emery Agnes Esser W. D. Esser	Steam fitter 80 Stenographer and clerk 68 Policeman 52
J A. Evans. Louise Evanson C. W. Farlin	Salesman—dairy 45 Stenographer 50 Ass't purchasing agent 100
Abraham Felcher	Janitor 53

#### UNIVERSITY-Continued.

Name.	Position.	Com- pensa- tion.
	Competitive,	
Jane Parate		Per me.
Atna Fledler Christ Forsyth	Stenographer	\$85.00
Philip Francen	Corpenter(hr.)	.373
repute Friedland	Stenographer	72.50
4. F. Gallistel	Architect and sup't cou-	
Alma Geldel	struction	120.00
6. L. Gilbert	Stenographer	50.00 125.00
E. Gottschall	Janitor	55.00
Pertrude Griffin	Clerk	25.00
Skinnel Gyles	Carpenter(hr.)	. 32
Erna Hoffman Bertha Hammond	Stenographer(wk.)	12 00
2. C. Hansen	Stenographer	55 00 70.00
2. R. Hanson	Mechanician(br.)	. 39
South Rarlacher	Stenographer and clerk	95,00
eone Hartmen	Stenographer	50.00
Hans Eroch	Sup'r dairy tests (da.)	2.00
4 Den Hegland	Painter (bt.)	1.75
Has Helm	Janitor	60.00
Glius Henning	Plumber	83.33
ell Griffith	Clerk	80.00
Qa [[cefueth	Bookke-per	80.00 133 33
School M. Hill.	Stenographer	60 00
- 8. Hipple	Mechanician	85 00
oha Homman	Carpenter	75.00
has Homer	Tinner (br.)	80.00
Cara D Howard	Stenographer	45.00
T. I. PINIMINDAY	Plumber	100.00
o Hutton	Superintendent of farm	90.00
lanas Johnson	'Carpenter (hr.)    Carpenter "	. 35 . 35
- 417 Johnson	Clerk	25 00
	Carpenter (br.)	. 85
Frile Jones	Clerk	50,00
Twee Sullous	Stenographer and clerk	63 00
		60,00 25,00
stille Kelly	Clerk	40,00
	Typist	45.00
tinty Kiesinger	Stenographer and elerging	75,00 60,00
Gelaide Kicipheins	Foreman	80.00
	Clerk	65 00
March Kath	Sub c dairy tests (dar)	2.00
Tob Kolb	Greenhouse foreman (hr)	60 00 25
M Kroll	Carpenter (hr)    Sup'r doiry tests(da.)	2.00
b lades faces as	Clerk	34.00
Sustave Larson	TALLOGERE	50 00
will I Law	Clerk	30 00 50 00
	Draftsman sup't of cons't	120.00
Androw Leiteke	Sup r dairy tests (da.)	2,00
	Stenographer	68 33
Old Lindgren	Clerk(br.)	35.00 60
THE H. LADDEDPHIL	Carpenter	42.00
W. Lordhann	Clerk	45.00
STRU LOUISING	Stenographer	43,00
Tenerieve Lorren	Typist	40,00
Walter Lyford	Pump house attendant.	65.00 75.00
Selkates Finch	Stenographer	63.00
Settle Lyona	Stenographer	58 00
W. McClelland	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	

#### UNIVERSITY—Continued.

Name.	Position.	Com pen: tion
	Competitive.	
•	]	Per p
rs. Flora McCranser		\$35.4
m. McFetridge	Stenographer(hr.)	75
enevieve McGowan		50.0
ecella McGuap	Clerk	60 (
lizabeth McKee	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	70.4 83.1
ary McNulty		25,0
Ilian Marks	Stenographer	65.
stella Martin	Term interest to the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract of the contract	23.0 83
B. Merrick		81.
liue Merz	Stenographer and clerk	68.
era Messer	are modernous and a second	55. 2.
F. Messner E. Meyer		2
red Millard	Painter (hr.)	
obn Miller	Janitor	55. 60.
may Milward		60
rank Moll	A COLOR OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STA	75.
ary R. Moran	Stenographer and clerk	50.
T Morgenson	Janitor	<b>6</b> 0. 70
Morachbauser	Janitor	55
Illis Morse	Janitor	60
ndolph Mueller		53 2
ving Mutchler	Sup'r dairy tests (da.)	108
lsle M. Nebel	Stenographer	40
dith Nelson	Stenographer	45
Ps. Newcomb	Housekeeper	30 50
rank Nickerson	Storeroom clerk	53
ona B. Nickerson	Clerk and proofreader	45
earl J. Nickerson	Clerk	45 25
tella O'Neill		25
arence Oparud	Supir dairy tests (da.)	_2
rnest Osterfuud	Janitor	55 60
dward Otis	Jantor	55
II. Ouimette.	Sup'r dairy tests(da.)	2
arry E. Parsons	Clerk	#Ú 50
rthur Peabody	Architect	250
m Peterson	Foreman	75
argaret Petrun erton E. Petrle	Supr dairy tests (da.)	50 2
C Pfanku	Stangyrapher and clerk	50
arence Pharo	Foreman steam fitters	95
P. Plummer	Fireman	70 2
USRIE Policy		50
ucius I. Post	Janitor	53
M. Post		108 55
sie Reiman	Stenographer	50
tto Reloking	Sup'r dairy tests(da.)	2
C. Rice atilda L. Rinder	Janitor	50 60
J. Ritger	Clerk	60
e M. Roderick	Sup'r dairy tests (da.)	2
elen Koss	Stenographer	50
arence Rowley	Janitor	55 65
has, A. Sakrison	Accountant	100
ary bale	Cook pastry	50
alvor Male	Steam atter	75. 85.

# UNIVERSITY—Continued.

	-	
Name.	Position.	Com- pensa- tion.
	Competitive.	_
. mail	Samusanhan and alore	Per mo. \$100.00
Hrd	Stenographer and clerk	80.00
elzer	Clerk	60 00
eder	Janitor	55 00
4	Stenographer and clerk Foreman, grounds	65.00 75.00
*******	Stenographer	60.00
******	Clerk"	50.00
<u> </u>	Janitress (da.)	1.50 83.53
*	Clerk and bookkeeper	50.00
********	Clerk	60.00
h	Sup'r dairy tests (da.)	2.00
*********	Chief operating engineer	150.00 72.50
rfeld	Stenographer	.40
tatiu - III	Plumber (hr)	. 37 1/4
n	Janitor	65 00
The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	Janitor	55 00
7ky	Stenographer	50.00 65.00
D	Sup'r dairy tests (da.)	2 00
OB	Carpenter(hr)	371/
Des	Stenographer	50.00 116.66
Thompson	Trained Burse	50.00
son	Mechanician (hr.)	34
F	Janitor	55 00
еу	Clerk and tpyist.	50.00 2.00
M	Sup'r dairy teets (da.)  Architectural draftsman	120.00
***************	Statistician	70.00
yman	Trained nurse	50.00
Irlch	Stemographer and clerk	75.00 2.00
er	Sop r dairy tests (da.)	60 00
b	Clerk , (hr.)	.15
00D	Stenographer	30.00
m	Stenographer (br.)	50.00 .371 <u>4</u>
en	Night wa chman	55.00
Wedepohl	Steam fitter	80.00
	Janitor	50.00
th	Engineer	80.00 2.00
30h	Secretary to President	116 66
tt	Janitor	60.00
* * ***** ****** * .	Superintendent dairy tests	0.00
	Carpenter	2.00 .371/4
ms	Stenographer	60.00
	Fireman	70.00
e	Steam fitter	70.00
	Stenographer	55.00 2.00
pt	Ass't dairy tests	40.00
****** * ***** * * * * * * * * * * * * *	Janitor	55.00
	Labor	
enbert	Plumbers' assistant	25.00
**********	Laboratory belper	55.00
** ******** ****	Teamster	45.00
nderson	Hausenen Lethron Hell	50.00 10.00
1	Houseman, Lathrop Hall Special waitress (da.)	
10	Houseman	50.00
trong	Special waitress (da.)	1.50
lomew	Farm laborer (dm.)	1.75

### UNIVERSITY—Continued.

Name.	Position.	Com- pensi-
	 	tion.
	Labor.	Per mo.
John Banks	Drayman	\$65.00
Mrs. T. Beeken	Laundress	40 00
Anton Benkert	Farm laborer	45 00
A. Benson Mrs. Cora Bernhard	Laborer, farm	48.00
A. Beyler	Laborer	35.00
Rjelde, Laura	Waitress	18.50
Jennie Blankenheim	Waitress	30.00
Lottie Blankenheim	Head waitress	56.0
Clara Breitenbach	Charwoman(hr.)	25 85
B. P. Bridge	Tool room attendant	20 00
Cecil Britt	Lakorer	50 M
Anne Brown	Kitchen belper (wk.)	6.00
Mary Brown	Waltress(da.)	1,50 50 00
Carsar, Frank	Teamster (hr.)	. 22
Tony Caparoni	Laborer (hr.)	.21
Fred Carpetter	Teamster	50.00
J W Cherry	Rlacksmith (br.)	.50 45.00
John Connors	Laborer	70.0
Bernice Crosby	Waitress (wk.)	5.2
Helen Crosby	Waitress (wk.)	5.2
Alle- Cumpings	Special waitress (da.)! Special waitress (da.)!	1.50 1.50
Margaret Curtin	Special waitress (da.)	1.5
Audrey Davenport	Luboratory belper . (da.)	35.0
W W Deards	Laborer	60 0
O J. Helwiche	Assistant	83.83 55.04
John Donohue	Laborer	.29
I A. Duffy	Blacksmith (hr.)	.40
C H Edwards	Laborer and team (hr.)	.40
orga, A. Phune	Laundress, Chadbourne     Hall	10 00
La Vern Fish	Laborer	45,0
C W. Fox	. Hardsman .	60 0
E. W. Fox	Assistant dairyman	83 33 50,00
John Froelich	Teamster (be)	20
John Froelich  ' Fuss Lizzle Fuss Celia Ganser Pauline Ganser	Laborer (hr.)	2:
Lizzle Foss	Assistant cook	23.80
Phulling Cansor	Pastry cook assistant	23.54 18.54
E F. Geneteskie	Laborer	48 (K
RON GRUDPISCA A A A A A A A A A A A A A A A A A A	Tribitet	. 23
Unrin Gjestad	Assistant cook	23 8
Kose Gorman	Dish washer	23 80 50.00
Mary Grasser		36.0
A Classical	I a consider an	.01
T Tyte	Teamster	50.09
sugusta maak Lala Mook	Charwoman(br.)	53.0
Katherine Hahn	Laborer Assistant cook	23 8
W Hammersley	· Laborer	60 0
Bertin Hansen .	Assistant pratry cook	F A
Tank II.	Laborer (WE.)	
Sena Hanson	Waltress	23.0
Sena Hansen	Toner	23 M
Ell Hark	Laborer	. 2/
Mrs A M, Harrington It i. Unteb	Simplesture	25.00 45 (#
Rose Rein	kitchen helner	19.5
Sena Hanson Sena Hanson Sena Hanson Ell Hark Mrs K M, Harrington It L. Hatch Rose Hein Sophis Henning Jak Herriein	lroner	29.8
Ins. Herriein	Laborer	.20
. Herriela	TATIONIE.	50.0

#### UNIVERSITY—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	
••••••		Per mo.
lsenhoff	1 logiciant othropodust	<b>\$0.20</b> <b>40.00</b>
xdge	Tabanam (hm )	. 22 1
	Janitor	35.00
ian	'I'aas 95545 Pas 90	$\begin{array}{c} 18.50 \\ 50.00 \end{array}$
warth	L'arm lahorer	48.00
'nung Ke	Teamster	50.00
sen	Special waitress (da.)	$\begin{array}{c} 1.50 \\ 50.00 \end{array}$
an	' Aggletant ignitor	35.00
son	Cook's helper (wk.)	6.00
son	Mottmass (wk)	$\begin{array}{c} 35.00 \\ 5.25 \end{array}$
Johnson	Charwoman	25.00
ner	Messenger	<b>25.00</b>
st	l tegierani enoon narn	<b>45.0</b> 0 <b>6</b> 0.00
l nhoing	Special waitroom (da)	1.50
nheiuz	Laborer	<b>45</b> .00
er	I above	$\begin{array}{c} 50.00 \\ 10.50 \end{array}$
ndauer	Messenger (hr.)	.30
ink	Dishwasher(wk.)	4.50
ngfield		35.00 .25
Lothe	Janitross	35.00
eman	Laborer(hr.)	
sky	, 12800ftf(Hf.))	. 22 ¹ / _{48 . 00}
onville	Farmar	48.00
noney	· Charwoman	35.00
ews		$\begin{array}{c} \textbf{18.50} \\ \textbf{58.00} \end{array}$
icke	Karm laharar	45.00
Meyer	Horseshoer	70.00
• • • • • • • • • • • • • • • • • • • •		$\begin{array}{c} 50.00 \\ 7.00 \end{array}$
L	Waitress	24.00
nson	Page	35.00
	Halvar	35 , 00 55 , 00
lyer	··· Assistant cook	23.00
n	, \ 164 6 77 \/14364 44 \	35.00
·	Laborer	$\begin{matrix}50.00\\1.75\end{matrix}$
rg	$\cdots$ Farm hand(da.)	1.75
ige	··· Assistant dairy barn	45.00
	( 11:6 )	5.00
labl	Laundress, Chadbourne '	
O'Rourke	Hall(wk.)	$\begin{array}{c} \textbf{6.75} \\ \textbf{25.00} \end{array}$
rheld	Laborer (hr)	25.00
Pana	· · ·   Laborer	. 22 4
Pape	Lalurer Spanner	35.00 50.00
r	Assistant cook	50,00 23,80
• • • • • • • • • • • • • • • • • • • •	···   Waitress, Lathrop Hall	
rs	Laborer	5.75 50.00
٠	Charwoman(hr.)	. 20
e	Kitchen helper (wk.)	4.50
enberg	Office boy	$\begin{array}{c} 30.00 \\ 1.50 \end{array}$
mussen	Teamster	50.00
Redders	Laborer, farm	48.00
ers	Laborer Charwoman	45.00 35.00

# 112 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

#### UNIVERSITY—Continued.

Name.	Position.	Com- pen sa- tion.
	Labor.	
<b>.</b>	<u> </u>	Per mo
Emma Rockney		<b>\$18.5</b> 0
irs. Rachel Rogers	Charwoman(hr.)	. 20
Anna Ruby	Dish washer (wk.)	4.25 1.50
Susan Samuel, Mrs	Extra help(da.) Assistant, soils	<b>75.0</b> 0
Imira Sauven	Waitress	43.45
ena Schmitz	Waitress	<b>24.0</b> 0
I. Schofield	Laborer	<b>55.0</b> 0
Edwin E. Schroeder	Assistant dairy barn	45.00
ouise Schubring	Special waitress (da.)	1.50
ohn T. Schwab	Laborer	50.00
eila Seward	Checker(mo.)	17.45
. Shaw	Laborer (da.)	2.00
asper Shaw	Laborer	2.00
Snaddon	Laborer	53.00
heodore Southwick	Messenger	20.00
. Steffen	Drayman	65.00
an Sullivan	Plumbers' helper (hr.)	. 22
ary Sutton	Charwoman	35.00
race Talmer	Waltress(wk.)	4.25
F. Thibodeau	Laborer	48.00
osephine Toellner	Charwoman(da.)	1.50
annah Tveit	Dishwasher(wk.)	5.00
. L. Verberkmoes	Assistant Janitor	25.00
largaret Vosen	Waitress	18.50
. H. Voss	Teamster	50.00
ohn A. Waegli	Laborer	55.00
lla Walser	Waitress	18.50
nna Washa	Waitress	18.50
lsie Washa	Waitress	18.50
rs. A. E. Washington	Charwoman	<b>35.0</b> 0
ames N. Waters	Laborer	<b>45</b> .00
sther Wattawa	Waitress(wk.)	5.25
atherine Wattawa	Waitress(wk.)	5.25
aroline Webb	Charwoman	35.00
arl Wehner	Assistant storekeeper	45.00
has. Westerberg	Laborer	. 20
lex. Winquist	Laborer	2.35
eona Woehner	Assistant cook	28.15
aymond Woodard	Laundry boy	<b>25.00</b>
ouis Zerbeleo. Zurian	Field foreman	18.00
TV. &ullau	Shop assistant	50.00

#### AL AND CHARITABLE INSTITUTIONS.

#### TATE SCHOOL FOR BLIND-JANESVILLE.

Name.	Position.	Com- pensa- tion.
	Unclassified. Superintendent	Per mo. \$166.67
erson gmann chard dson ies n s erson rath rent	Orchestra teacher Ass't steward Work teacher Plano tuning teacher Manual training teacher Principal Boys' supervisor Printer Plano teacher Girls' supervisor Kindergartner Voca, teacher Piano teacher Cadet teacher Literary teacher Literary teacher Literary teacher Girls' supervisor Literary teacher Literary teacher Literary teacher Literary teacher Literary teacher Literary teacher Literary teacher Literary teacher	50.00 40.00 50.00 50.00 55.00 15.00 40.00 50.00 50.00 45.00 45.00 45.00 45.00 45.00 45.00
nith	Competitive.  Fireman Engineer Chief engineer Matron Labor.	55.00 60.00 80.00 41.66
erson ge dine n n n n n n n n n n n n n n n n n n	Laundress Chambermaid Dining room Seamstress Visitors attendant Kitchen helper Chambermaid Laundress Janitress Cook	20.00 18.00 18.00 18.00 18.00 18.00 20.00 18.00 25.00 45.00 18.00 18.00 18.00 18.00

## 114 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

# STATE SCHOOL FOR DEAF-DELAVAN.

Name.	Position.	Com- pensa tion.
	Unclassified.	Don m
C. W. Walker	Superintendent	Per m \$183.
•	Exempt.	
Nellie M. Passage	Stenographer	<b>36</b> .
_	Noncompetitive.	
C. Eckert	Foreman carpenter shop	85.
D. Fiske	Ass't steward	60. 50.
Phillip Ling	Boys' supervisor	120.
I. A. Congdon	Teacher	105.
dice S. Fisher	Teacher	45.
tella Fiske		70.
Edith Fitzgerald	Teacher	50. 75.
fary Fossan	Physical director	10.
'rances E. Fowler	Teacher	70.
V. F. Gray	Teacher	120
bos. Hagerty	Teacher	105 10
Thos. Hagerty	Gymnasium director	10 60
lara Henderson	Teacher	60
lmire I. Hobart	Teacher	75
aul Lange	Teacher	110
C. Larsen	Foreman—printing shop Boys' supervisor	$\begin{array}{c} 100 \\ 50 \end{array}$
hilip Ling	Teacher	65
. J. Neesam	Teacher	90
Varren Robinson	Teacher	120
ouis Sheron	Foreman—shoe shop	65
lsie M. Stanke	Teacher	75 35
averne Taylor	Teacher	25 25
nita II. Wells	Teacher	45
atherine Williams	Teacher	65
atherine Williams	Milliner	10 70
latie Winston	Teacher	70
	Competitive.	
lmer Cahill	Ass't engineer	60.
illie Cannon	Ass't matron	35.
ary Fossan	Physical director (extra)	10.
ohn Geyer	Ass't engineer	45.
heodore Gilbertrnest La Fave	Engineer	73. 60.
rs. E. W. Walker	Matron	45.
hos. Hagerty	Gymnasium director	10.
•	Labor.	
mma Chort	Usher	18.
Acob Cohn	Laborer	10. 23.
lorence Coulthardridget Dievensey	Pupils' cook	23. 17.
nna Einolf	Ironer	22.
rank Evans	Barnman	35.
aura Evans	Boys' nurse	24. 36.
aulina Fayertrude Fischer	Officers' cook	36.9 24.9
ary Fossan	Seamstress	20.
ntoinette Fuder	Superintendent's cook	$\bar{2}0.9$
m. Grenier	Watchman	40.
artha Hartwig	Waitress	16.9 30.0
aria Marti	Laundress	19.
	Chambermaid	12.0
		_ ,
uth Rockwood	Chambermaid	16.
	Chambermaid Laundress Ass't boys' supervisor.	16.0 18.0 25.0

#### HOME FOR THE FEEBLE-MINDED.

Name.	Position.	Com- pensa- tion.
	Unclassified.	<b>.</b>
W. Wilmarth	Superintendent	Per mo. \$208.33
***	Exempt.	<b>4</b> 200.00
<b>Fapper</b>	Stenographer	30.00
Lappe.	Noncompetitive.	00.00
_	_	40.04
Agnew	Attendant	40.00 30.00
Gertrude	Attendant	21.00
na Berg	Attendant	25.00
ssie Bergum	Attendant	$\begin{array}{c} 27.00 \\ 22.00 \end{array}$
Birminghamet Blair	Attendant	$\begin{array}{c} 23.00 \\ 21.00 \end{array}$
um	Attendant	29.00
Blumhardt	Attendant	23.00
I. Boyd	Attendant	24.00
bb't BoydBrandon	Attendant	$egin{array}{c} 25.00 \ 25.00 \end{array}$
Brimer	Attendant	23.00
Carpenter	Attendant	24.00
Clark	Attendant	$\begin{array}{c} 22.00 \\ 25.00 \end{array}$
Cye	Attendant	30.00
Danielson	Attendant	22.00
olckie	Attendant	21.00
Durrant	Attendant	$\begin{array}{c} 35.00 \\ 25.00 \end{array}$
Eggers	Attendant	27.00
merick	Attendant	24.00
rd	Attendant	29.00
elsner	Attendant	$\frac{22.00}{25.00}$
Fraker	Attendant	21.00
amper	Attendant	25.00
aney	Attendant	24.00 26.00
Greenwood	Attendant	20.00 $22.00$
. Haley	Attendant	21.00
Inson		35.00
anson	Attendant	$\begin{array}{c} 28.00 \\ 24.00 \end{array}$
ayward	Ass't steward	85.00
M. Heatlie	Attendant	25.00
P. Hebert	Attendant	$\frac{25.00}{25.00}$
glmeier	Attendant	$\begin{array}{c} 25.00 \\ 23.00 \end{array}$
llian Hill	Attendant	26.00
Hobbs	Attendant	26.00
Ioffman Hurtgen	Attendant	23,00 30,00
Ickstatd	Attendant	
ohnson	Attendant	25.00
Shnson	Attendant	25.00
Ketchum	Attendant	$\frac{25.00}{27.00}$
	ASTICUMANT	<i>≟ (</i> , 12)

#### 116 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

#### STATE HOME FOR THE FEEBLE-MINDED-CHIPPEWA FALLS.

Name.	Position.	Com- pensa- tion.
	Noncompetitive,	i
		Per me
dith Klund		\$25.
oth Klund		20.0
arl Kopplin	Attendant	26.
bbs Kraemer	Attendant	24
Man kahb	Attendant	25.
ugenia La Plante		22.
ucy Lightbody		28
rs. A. T. Idunell	Attendant	24.
rs. L. Liskum		26.
ank Lubs		30.0
trali A Latens	} Attendant	25.
rank McCann	Attendant	31.0
nlu McCann		26.
race McClellan	Attendant	27.
rs. Mattie McDermald	Attendant	25.
rs. Nellie McGoorty	Attendant	25. 26.
uella Maddox	Attendant	27.
la Martin		26.
ose Martin	Attendant	25.
ellita Merrill	Attendant	25.
rs. O. Mitchell	. Attendant	24.
rs, L. Murphy	Attendant	30
tt. Murphy	Attendant	31.
aude Myre	Attendant	30.
at. O'Rourke		30.
otumo Patlence	Attendant	25.1 25.1
ose Petska	Attendant	21.
dward Publ	Attendant	25.
C Raymond.	Attendant	81
aunah Reisdorfer	Attendant	23
mii Kell	Attendant	29.
artha Rickert	Attendant	30.
rs. Anna Roberts mma Roycraft	Attendant	25.
1119 h 37166 h	Asserdant	25. 25.
ary Scheidler	Attendant	25
ary Schmitz	Attendant	i 2š.
ose Schotl	Attendant	27.
nna Schroeder	Attendant	27.
rs. Hattle Searles.	Matron	40.
unice Shilts	Attendant	25.
wma Solberg Wm. Sosinsky	Attendant	28. 29.
rs. Edith Stickney	Attendant	25
ura Tontant	Attendant	1 ==.
mma Tschopp		25.
ene l'irich	Attendant	24.
ina Villemont	Attendant	25.
ary Vosburg	Attendant	27.
ona Wooley	Attendant	22.
etrude laeger	Attendant	25. 30.
rs. Addie Williams	Attendant	30.
	Competitive.	ĺ
ouls Altman	Band teacher	40.
r. A. L. Beler	Physician -lst ass't	125.
dde E. Bryan	Teacher	33.
erman Busch	Carpenter	75.
obn Costerisan	Shoemaser	58. 70.
ernt Dahley	Teacherprimary	35.
seph For	Fireman	35.
r. C A. Frost	Physician-2d ass't	100.
A. Gaynor		47.
mma Grab	Teacher	33

#### HOME FOR THE FEEBLE-MINDED—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	     Per m
Joe Hebert	Ass't engineer	
Ars. S. J. Jenkins	Matron	. 45.
Emma Johnson		
Bessie Kidd		
W. W. Kinyon		
Bennetta McCoe		
Mahoney		
rank Malik		
Raoul Mercier		
dartin Peterson		
Rudolph Schmutz		
drs. W. R. Taylor	Matron	40.
Irs. M. R. Volght		35.
	Labor.	
I. S. Capstick	Farm assistant	
rve Connell	Farm assistant	
os. Crowley	Nightwatch	
alvor Gregerson	Laborer	
am. Hearn		,
am. Hill		1.
ohn Hopkins		
ettie Kane	Supervisor of laundry Teamster	·
Metzenbaugher	Teamster	
ert Michaud		i —
eter Murphy	Laborer with team	3.
alice Peloquin	Laborer	
ens C. Peterson	! Farm assistant	43.
rank Redman	Farm assistant	
has. Rice	Farm assistant	

#### Extra Occasional Help.

	Competitive.	   Per day
d. Barrett	Painter	i Ter au
Bohnert	Mason	\$5.0
Sichard Grant		
The Whete		2
hos. Tibbets	Painter	
lfred Williams	Carpenter	2.
•	Labor.	
Scar Bjork	Laborer	2.
eo. Brewster	Teamster—laborer	3.
וויסיו ו	Laborer	2
Vm. Cornalia	Laborer	
H. Dorland	Ass't carpenter	3.
m. E. Dorland		_
The Duncan	Ass't carpenter	
hos. Duncan	Plumber's helper	
Oriah Fowler	Ass't carpenter	3.0
Mm. Fowler	Laborer and team	3.
Patus Gonyea	Laborer	1.5
Dle Gunderson	Laborer	3.5
Martin Hansen	Laborer	1.8
Sd. Moore	Laborer	2.4
John Sullivan	Laborer	2,6
Lyon Trepannier	Laborer	1.8
Alphonse Valliquette	Mason Per day	5.0

#### STATE INDUSTRIAL SCHOOL FOR BOYS—WAUKESHA.

Name.	Position.	Com- pensa- tion.
	Unclassified.	
A. J. Hutton	Sup't and steward	Per mo. \$208.33
	Exempt.	
Violet Frink	Stenographer	30.00
	Noncompetitive.	
L. F. Murphy	Ass't sup't and steward	115.00 35.00
Mrs. Fred Lutz	Ass't cook	35.00
	Competitive?	
A. L. Andree	Carpenter	70.00
Ambrose Beitz	Tailor Family officer and teacher	70.00 50.00
Mrs. A. C. Berard	Family matron	20.00
R. D. Booth	Family officer and band Family matron and piano	65.00 30.00
Mary Bornheimer	Family matron	25.00 50.00
O. Ó. Cargill	Family officer and teacher.	50.00
. F. Coulter	Printer	50.00
Com Davis	Family officer and gen. work Family officer and teacher	45.00 50.00
Irs. E. T. Eaton	Family matron	25.00
C. H. Froemming	Principal gen, work	110.00 50.00
1. A. Grover	Engineer	
denrietta Haynes	Teacher	45.00 50.00
Mrs. A. J. Hutton	Matron	
W. J. Johnson	Engineer, night	65.00
W. H. Leaman	Manuel training	70.00 50.00
D. B. Lindholm	Family officer and teacher. Family matron	30.00
Raymond Maunders	Baker	55.00 30.00
Mrs. L. F. Murphy	Teacher Family officer and teacher.	50.00
Mrs. E. R. Nash	Family matron	25.00
G. O. Neff	l'ainter and blacksmith Family matron	70.00 25.00
[, B, Noble	Physician	40.00
audwig Peters	Family officer and teacher. Family matron	50.00 25.00
I. E. Phillips	Family officer and teacher	60.00
Ars. H. E. Phillips	Family matron	25.000 30.00
. B. Schock	Ass't engineer, day	60.00
Icrman Thiele	Shoemaker Nightman	55.00 50.00
lary Boyd	Boys' dining room	25.00
frs. Robert Boyd	General work	45.00 35.00
Roy J. Lyon	Yardman	35.00
Irs. R. Maunders	Officers' dining room Superintendent's room	20.00 25.00
Bell Purvis	Sewing room	25.00
ulia Rayford	Reception room	25.00
Hannah Rice	Matron dining room General work	20.00 35.04
Irs. L. H. Williams	General work	26.00
Ienry Winchell	l'arm work	45.00

#### INDUSTRIAL SCHOOL FOR GIRLS-MILWAUKEE.

Name.	Position.	Com- pensa- tion.
Mary J. Berry	Unclassified. Superintendent Competitive.	Per mo.
H. K. Nutting	millinery	\$45.00 35.00 35.00
Adam T. Land	Labor NightwatchGardener	35.00 35.00

#### NORTHERN HOSPITAL FOR THE INSANE—WINNEBAGO.

Name.	Position.	Com- pensa- tion.
A. Sherman	Unclassified. Superintendent Exempt.	Per mo. \$208.33
Ada Miller	Stenographer	35.00
Adolph Anderson Caroline Anderson Ellsworth Ault A. A. Bachler D. G. Bachler Albert Backman Henry Baum Clara Baxter Minnie Bergrath Chas. Boyer Nancy Burke Veronica Burke Ida Couillard U. Grant Cross Ruth Dauber Clara Eisenach Roy Erickson T. H. Farrow Minnie Frank John M. Fields Geo. A. Fullam Alex. Gilbertson Robert Green Chas. Graf Frank Grager Chas. Hansen Elda Higgins Louisa James Anton Janowiak Gladys Johnson Olive Johnson Olive Johnson	Attendant Attendant Steward Assistant steward Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant Attendant	38.00 30.00 25.00 28.00 75.00 20.00 26.00 35.00 20.00

#### NORTHERN HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	Com- pensa- tion.
,	Noncompetitive.	
N 1 44 6 T 2 T 2 T 2 T 2	A44 9 - A	Per mo.
Charlotte S. LaLonde	Attendant	\$27.00 30.00
Arthur LaValley	Attendant	26.00
Estelle LaVoy	Attendant	25.00
Cella Littlefield	Attendant	25.00
Mrs. Clara Mahneke	Attendant	24.00 26.00
Ben McDaniels	Attendant	<b>29</b> .00
Louis Martinson	Attendant	44.0
ohn J. Milan	Attendant	25.0
dargaret Mohr	Attendant	28.0 40.0
Ed. L. Morgan	Attendant and storekeeper Attendant	40.0
Vm. L. Muttart	Attendant	55.0
Hannah Nehring	Attendant	24.0
sabelle Neuman	Attendant	24.0
Alice Opper	Attendant	25.0 55.0
Elmer Paige	Attendant	26.0
E. W. Payn	Attendant	00 0
Ed. Peterson	Attendant	36.0
Mary Peterson	Attendant	25.0
R. A. Plucker	Attendant	<b>50</b> .0 <b>44</b> .0
A. W. Pringle	Attendant	30.0
red W. Reek	Attendant	27.0
Almedia Reinert	Attendant	21.0
aura Riedel	Attendant	25.0
Sannie Playman	Matron	<b>55</b> .0 <b>39</b> .0
Paul Schmidt	Attendant	<b>30</b> .0
Ed. Schwartz	Attendant	25.0
Irs. Josie Schwartz	Attendant	20.0
Walter Stattery	Attendant	40.0 27.0
Huy Sperbeck	Attendant	27.0 25.0
Sabel Tebo	Attendant	22.0
Augusta Werth	Attendant	25.0
H. A. Werth	Attendant	33.0 20.0
rene Whelan	Attendant	20.0 28.0
Augusta Widkowski	Attendant	20.0
Arthur Wulk	Attendant	<b>25</b> .0
W. Young	Attendant	25.0
W. H. Chase	Attendant	<b>32</b> .0 <b>30</b> .0
The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s	Attenuant	00.
	Competitive.	
Adams	Assistant engineer	60.0
Emma Austin	Supervisor of attendants	34.0 50.0
I. A. Anthes	Night engineer Engineer	50.0 90.2
E. M. Bemis Paul Berkholtz	Plumber's assistant	35.0
Srnest Boyle	Blacksmith	30.0
W. II. Brink	Laundryman	57.0
Barbara Brown	Assistant supervisor	$\frac{31.0}{75.0}$
John Davis John L. Gau	Head gardener	<b>6</b> 0.0
Wm. Griffith	Supervisor of attendants	45.0
August Grimm	Fireman	35.0
T. Harwood	Painter	55.0 75.0
Or. W. L. Herner A. A. Johnson	Third assistant physician	75.0
Anton Kromschinski	Carpenter	18.0
Or. Rosalie Ladova	Woman physician	86.6
		50.0
Wm. Lapham	Fireman	60.0

#### 'HERN HOSPITAL FOR THE INSANE—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	<b>!</b> !
ء	774	Per mo.
d	Fireman	<b>\$3</b> 5.00   <b>65.0</b> 0
i		55.00
schinger	6 44 3 3 4 4	41.00
an		47.00
1		55.00
gue		35.00
ckel	Zimimom masso :	45.00
d		30.00
M'hama		75.00 141.66
Whare	The age bear projection	75.00
		15.00
	Labor.	
k	Seamstress	18.00
n	Office boy	25.00
•••••		25.00 25.00
••••••	Assistant cook	16.00
• • • • • • • • • • • • • • • • • • • •	Assistant conter	20.00
• • • • • • • • • • • • • • • • • • • •	19 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	15.00
rald		35.00
• • • • • • • • • • • • • • • • • • • •		35.00
r		34.00
••••		27.00
		16.00
(g		$egin{array}{cccccccccccccccccccccccccccccccccccc$
		14.00
1		65.00
		17.00
••••••	Laundress	16.00
• • • • • • • • • • • • • • • • • • • •	, , , , , , , , , , , , , , , , , , , ,	16.00
ann		18.00
		14.00
son		27.00 1. 16.00
•••••••		16.00
ond		20.00
• • • • • • • • • • • • • • • • • • • •		51.00
rock		15.00
	Barnman	32.00
nnenberg		
evens		16.00
n		45.00
r		28.00 25.00
		14.00
	• • • • • • • • • • • • • • • • • • • •	

#### STATE PUBLIC SCHOOL FOR DEPENDENT CHILDREN—SPARTA

Name.	Position.	Com- pensa- tion.
· •	Unclassified.	Per mo
Dr. J. F. Brown	Superintendent	\$188.8
	Exempt.	
Alida Martelle	Stenographer	40.0
	Noncompetitive.	·
R. J. Hillier	Ass't sup't and steward	100.0
•	Competitive.	
Tattie Arnold		40. 100.
drs. E. V. Eden	Matron	<b>3</b> 0.0
Philip Eden	Storekeeper	35.
Mrs. Louise Esch	Matron	30.
Emma Evans F. E. Geniesse	State agent	60. 60.
Ada Grube	Traveling attendant	40.
Etta Guepe	Teacher	30.
Conrad Inderberg	Fireman	35.
lattie Kyhl	Teacher	j 30. i 30.
Ierman Matthews	Janitor	
Ielen E. Mitchell	Matron	50.
fadge Robinson	Teacher	30.
Mrs. M. B. Sanborn	General matron	45. 30.
Cora Thompson	Matron	
C. Venus.	Engineer	55.
	Labor.	į
race Allen	Day nurse	
Cora Bean	Farmer's helper	
lara Boss	Night nurse	
lara Brandan	Cook	20.
Saud Britton	Laundress	15.
Harry Brom	Ass't baker and cook	12. 16.
Tracy Clements Marie Fox	Cottage Girl	
1	maid	16.
esta Fox	Day nurse	16.
R. Fredrickson Emll Goldbeck	Dining room girl	16. 45.
ulsa Good	' Day nurse	16
linnie Hollowood	Laundress	1.
Ethel Hutchins	Day nurse	
ligist Janke	Gardener	40 25
littie Jones	Laundress	
larie Kast	Day nurse	16
Vinnifred Kelley		16
Vinnifred Kelley	Cottage girl	
Vinnifred Kelley	Cottage girl	15
Vinnifred Kelley Luna Kieffer Clizabeth Kinserdal Cmma Koehler	Cottage girl	15. 16.
Vinnifred Kelley  Anna Kieffer  Elizabeth Kinserdal  Emma Koehler  Ferd. Langrehr	Cottage girl Laundress Night nurse Farm helper ('hambermaid	15. 16. 30. 16.
Vinnifred Kelley Anna Kieffer Clizabeth Kinserdal Cmma Koehler Cerd. Langrehr 'ena Larson	Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid	15. 16. 30. 16.
Vinnifred Kelley Anna Kieffer Clizabeth Kinserdal Cmma Koehler Cerd. Langrehr Cena Larson Ladge Mickel Larjorie Murphy	Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid Cottage girl	15 16 30 16 16 16
Vinnifred Kelley Anna Kieffer Elizabeth Kinserdal Emma Koehler Ferd. Langrehr Fena Larson Iadge Mickel Farjorie Murphy Tharles Nute	Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid Cottage girl Farmer's helper	15 16 30 16 16 16 16
Vinnifred Kelley Anna Kieffer  Clizabeth Kinserdal  Cmma Koehler  Cerd. Langrehr  Cena Larson  Iadge Mickel Iarjorie Murphy Charles Nute  Delia Palmer	Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid Cottage girl Farmer's helper Night nurse	15 16 30 16 16 16 35
Clizabeth Kinserdal Cmma Koehler Ferd. Langrehr Fena Larson Ladge Mickel Flarjorie Murphy Flarles Nute Delia Palmer Flarle Peterson	Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid Cottage girl Farmer's helper Night nurse Dining room	15. 16. 30. 16. 16. 16. 20.
Vinnifred Kelley Anna Kieffer Clizabeth Kinserdal Cmma Koehler Cerd. Langrehr Cena Larson Ladge Mickel Jarjorie Murphy Charles Nute Delia Palmer Larie Peterson da Pfuhl	Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid Cottage girl Farmer's helper Night nurse Dining room Cook Seamstress	15 16 30 16 16 16 35 20 16 22 25
Vinnifred Kelley Anna Kieffer  Lizabeth Kinserdal  Lmma Koehler  Lerd. Langrehr  Lena Larson  Ladge Mickel  Larjorie Murphy  Tharles Nute  Delia Palmer  Larie Peterson	Cottage girl Laundress Night nurse Farm helper Chambermaid Chambermaid Cottage girl Farmer's helper Night nurse Dining room Cook Seamstress Night nurse	15 16 30 16 16 16 20 16 22 25

#### BLIC SCHOOL FOR DEPENDENT CHILDREN—Continued.

Name.	Position.	Com- pensa- tion.
	Labor.	
Reese	Chambermaid	Per mo. \$35.00 16.00 16.00 16.00

#### STATE REFORMATORY—GREEN BAY.

Name.	Position.	Compensa- tion.
	Unclassified.	Per mo.
Bowron	Superintendent	\$208.33
	Noncompetitive.	,
 	-	195 00
Sickiora	Ass't superintendent	125.00
}	Competitive.	
ms	Foreman broom factory	65.00
Aikin	Night guard	62.50
Bates	Ass't engineer	70.00 65.00
rter	Teacher and guard	67.50
hamberlain	Guard	65.00
rk	Chief engineer	80.00
Collister	Guard	57.50
otter	Guard	55.0
Daily	Overseer granite cutting	$\begin{array}{c} 125.00 \\ 135.00 \end{array}$
Dimmick	Building superintendent Teacher guard	60.00
Oodge	Guard	65.00
Flanigan	Teacher guard	. 65 . 00
085	Foreman	90.00
Graves	Guard	60.0
Hinsdale	Organist	5.0
J. Hommelohnson	Physician	$oxed{egin{array}{c} 125.0 \ 57.5 \end{array}}$
ohnson	Guard	60.0
Kellner	Guard	60.0
Kiley	Night guard, captain	67.5
King	Stenog. and bookkeeper	75.0
Krueger	Teacher guard	62.5
I. Kyes	Ass't engineer	65.0
Donald	Teacher guard	60.0 16.0
North	Choir master	
owers	Guard	
app	Guard	57.5
ice	Kitchen overseer	72.5
Roglind	Night guard	65.0
Sullivan	Teacher guard	60.00
. Williams	Farmer	72.50
Labrte	Guard	60.00
	Labor.	
Moine	House maid	25.00

#### 124 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

#### STATE HOSPITAL FOR THE INSANE-MENDOTA.

Name.	Position.	Com- pensa- tion.
	Unclassified,	Per noo
bas. Gorst	Superintendent	\$250 a
	Exempt.	
abel Helmicks	Stenographer	35 00
	Noncompetitive.	
arah E. Albers	Attendant	50.00
irdle Bean strie Brown	Attendant	45.00 35.69
D. Burnham	Attendant	25.00
uss. J. Cardinal	Attendant	25.00 35.00
bas. Colwell	Attendant	26 00
W. Daubner	Steward	125 00 100 00
has, F. Deacon	Assistant oteward	25 00
ary Donelson	Attendant	20,00 25,00
V. Esterly	Attendant	35.00
e Furlong	Attendant	25.00
ouls Gauthier ugo Gerth	Attendant	27.00 32.00
essle Godown	Attendant	50 00
C. Grant	Attendant	30.00 55.00
. Greenwood	l'pholaterer	29.00
DOD B. Hanson	Attendant	25.00- 20.00-
mes Hend	Attendant	28.00
able United	Attendant	26 00
able Hubbell ara Hughes	Student nurse	20.00 22.00
va Hughes	Attendant	22,00
dith Jensen arguerett Johnston	Attendant	20 00 20 00
AND AND AND AND AND AND AND AND AND AND	Attendant	92.00
whence wook	Attendant	27.00 20.00
obert E Lackey	Attendant	97 00
urtha E. Lake	Attendant	25.00 25.00
easie Leonard	Attendant	കരാധ
uwin Leonard	Attendant	25 -
C. McCarthy	Attendant	700
olie McCarthy.	Attendant	
Avme McClone	Attendant	20 22
hick Meyers	Attendant	
S. Miller	Attendant	50
	Attendant	447
	Attendant	25
T Peregrine	Attendant	<b>50</b>
	Attendant	9-25
late Roll	Attendant	20
J. Rose	Attendant	and a
	Attendant	30.
rank Soukup	Attendant	96.
TALL PRINCIPLE A TARREST AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND ALERANDA AND AL	Attendant	20.
la M. Sutton	Student nurse	50.0
bas, Tucker	Attendant	27.00

## TE HOSPITAL FOR THE INSANE-MENDOTA-Continued.

	Position.	Com- pensa- tion.
•	Noncompetitive.	Per mo.
Teber	Attendant	\$21 00
Walch	Attendant	20.00
Welsh	Butcher	25 00 25.00
— j	Competitive.	
Andrews	Painter	65.00
Blezaid	Mason	$\frac{35.00}{65.00}$
f. Brooks	Third assistant physician	75.00
Cramer	Laundryman	65.00
Doyle	Pireman	35.00
hmann K. Green	First Ass't physician (Fe	73.00
	male side)	150.00
Hansen	After care agent	75.04
Jackson	Supt training school	100.00
F. Lorenz	First Ass't physician (Male,	35.00
4	side) [	106.60
uller	Carpenter	55,00
ordyl	Apothecary Fireman	65.00
elfurth	Fireman Supervisor	$\frac{35.00}{45.00}$
Sauthoff	Second Ass't physician	116 6
y Sauthoff	Woman physician	91 66
Sullivan	Supervisor	50 00
ban	Supervisor Assistant engineer	35.00 50.00
olefson	Fireman	35 00
Tusler	Stenographer	35 00
Willis Withers	Engineer	105.00 50.00
Sech	Assistant engineer	50.00
	Labor.	
e Anderson	Jaundress	18 00
nderson	Assistant cook	16 00
Blizzard	Assistant cook	19.00 18.00
Blizard		<b>16</b> 00
Blizard	Gardener	16 00 60 00
Bilzard Braatz Urnbam	Gardener Assistant cook	80.00
Bilzard Braatz urnbam Busch Catr	Gardener Assistant cook Assistant cook	80.00 80.00 18.00
Bilzard Braatz Urhbam Busch Carr	Gardener Assistant cook Assistant cook Assistant cook Teamster	60 00 80.00 18.00 25.00 25.00
Bilzard Braatz urnbam Busch Carr Cramer	Gardener Assistant cook Assistant cook Assistant cook Teamster Barnnan	20 00 80.00 18.00 25.00 25.00 30 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook	20 00 80.00 18.00 25.00 25.00 25.00 25.00
Bilzard Braatz urnbam Busch Carr Cramer ppolt lppolt	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook	25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 45, 00 17, 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ivers Jones arney	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook Drayman	25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 45, 00 25, 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt lppolt lyers Jones arney	Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook Tailor Assistant cook Drayman Might cook	25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 22, 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt lppolt Jones arney egan cKee	Gardener Assistant cook Assistant cook Assistant cook Teamster Barnnan Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook	25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 26, 00 27, 00 28, 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ppolt Jones arney egan cKee fason	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress	25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 26, 00 26, 00 27, 00 28, 00 29, 00 216, 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ppolt Jones Parney egan cKee fason on	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress Seamstress	25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 17, 00 218, 00 19, 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ppolt Jones arney egan cKee fason on	Gardener Assistant cook Assistant cook Assistant cook Teamster Barnman Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress Teamster	25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 25, 00 216, 00 119, 00 25, 00 25, 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ppolt pones arney egan cKee fason on liller llarkey ilry	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook Drayman Might cook Laundress Seamstress Seamstress Teamster Teamster	20 00 20 00 25 00 25 00 25 00 25 00 25 00 25 00 26 00 26 00 27 00 28 00 28 00 29 00 25 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ppolt ppolt Jones arney egan ckee fason on tiller liarkey dry e Murphy lurphy	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress Seamstress Teamster Teamster Teamster Special diet cook Laundress	20 00 20 00 25 00 25 00 25 00 25 00 25 00 16 00 19 00 25 00 25 00 25 00 25 00
Bilzard Braatz urnbam Busch Carr Cramer opolt ppolt poors arney egan ckee lason on tiller liarkey dry e Murphy lurphy Nelson	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Special diet cook Laundress Assistant cook	20 00 20 00 25 00 25 00 25 00 25 00 25 00 16 00 19 00 25 00 25 00 25 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ivers Jones arney egan ckee fason on liller llarkey ilry e Murphy lurphy Nelson den	Gardener Assistant cook Assistant cook Assistant cook Teamster Baruman Assistant cook Tailor Assistant cook Drayman Might cook Laundress Seamstress Seamstress Teamster Teamster Teamster Special diet cook Laundress Assistant cook Assistant cook	20 00 20 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ivers Jones arney egan ckee fason on liller llarkey ilry e Murphy Iurphy Nelson den Ormond Ormond	Gardener Assistant cook Assistant cook Assistant cook Teamster Barnnan Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Special diet cook Laundress Assistant cook Assistant cook Tainoress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Teamster Assistant cook	20 00 20 00 25 00 25 00 25 00 25 00 25 00 16 00 19 00 25 00 25 00 25 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ppolt ppolt yers Jones arney egan ckee fason on liller llarkey ilry e Murphy lurphy Nelson den Ormond Ormond	Gardener Assistant cook Assistant cook Assistant cook Teamster Barnnan Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Special diet cook Laundress Assistant cook Laundress Assistant cook Laundress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Assistant center Assistant Lawnman	20 00 20 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00
Bilzard Braatz urnbam Busch Carr Cramer ppolt ppolt yers Jones arney gan ckee lason on tiller liarkey ilry e Murphy urphy Nelson den Ormond Ormond	Gardener Assistant cook Assistant cook Assistant cook Teamster Barnnan Assistant cook Tailor Assistant cook Drayman Might cook Assistant cook Laundress Seamstress Teamster Teamster Teamster Teamster Special diet cook Laundress Assistant cook Assistant cook Tainoress Assistant cook Assistant cook Assistant cook Assistant cook Assistant cook Teamster Assistant cook	20 00 20 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00 25 00

#### 126 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

#### 'STATE HOSPITAL FOR THE INSANE-MENDOTA-Continued.

Name.	Position.	Com- pensa- tion,
	Labor.	Per ma
Bric Scoor	Teamster	\$25.00 16.00
Catherine Tompitch	Head laundress	21.00 39.66 25.00 25.00
Robert Welsh	Assistant gardener	25.00 25.00
Lelia Zech	Cuok	25.40

#### WISCONSIN STATE PRISON-WAUPUN.

Name.	Position.	Com- pensa- tion,
	Unclassified,	Per mer-
Daniel Woodward	Warden	\$398. €>♦
•	Exempt.	
Rev. S. J. Dowling	General chaplain Protestant chaplain	76. <b>436</b> 16. <b>436</b>
	Noncompetitive,	
R. E. Bloedel	Deputy warden	83 _ 33 80 _ 40
	Competitive,	
A. T. Aalbers Hobart Baker Walter Bagley F. L. Beals G. A. Renson John Benton Frank Benway Louis Riemeret Wm. Brenaman Chas. Clover T. P. Conner W. T. Coyle W A. Dempsey John DeVos Carl Eck Geo. B. Fisher W. C. Fuller Jacob Fuss Max Fuss Wm Fuss Mrs. Geo, Graves Wm A. Graves Will D. Graves Thos, Green Rebert Haddeld F. J. Harig B. W. Harney Elmer Heath W J. Hincamp Paul Huntzinger James Keough B. P. Kramer	Keeper Guard Storekeeper Keeper Hecord clerk Rellef guard—occasional Keeper Guard Keeper Keeper Superintendent twine plant Guard Keeper Keeper Keeper Farm auperintendent Keeper Chief clerk Guard Guard Oragnist, per week Night captain Guard Sup't construction Chief engineer Night engineer Guard Guard Guard Guard Guard Farm guard Keeper Guard Ass't clerk	55 00 55 10 55 10 50 00 50

#### VISCONSIN STATE PRISON—WAUPUN—Continued.

Name.	Position.	Com- pensa- tion.
	Competitive.	į
		Per mo
Lindsley	Guard	<b>\$65.0</b>
n	Relief guard—occasional	Varies
lroy	Night guard—office	62.5
		60.0
Meenk	Keeper	70.0
• • • • • • • • • • • • • • • • • • • •		Varies
icholson	Ass't matron	35.0
rris		62.5
trick		Varies
field		65.0
wski		62.5
rson	•• •	65.0
ell		60.0
l		70.0
on		65.0
. Schilling	Matron	i <b>50.</b> 0
roeder		65.0
eley		Varies
ton		62.5
ler		75.0
Sleyster		150.0
mith		65.0
eck		80.0
ne		65.0
'n		Varies
Wilber		70.0
Jarbam		65.0
Zinda		$\begin{bmatrix} 05.0 \\ 52.5 \end{bmatrix}$
weiger		65.0

#### TUBERCULOSIS SANATORIUM.

Name.	Position.	Com- pensa- tion.
	Unclassified.	Per mo.
. Coon	Superintendent	\$208.33
	Exempt.	
Almot	Stenographer	   45.00
1	Noncompetitive.	
n	Steward Ass't steward Chief cook	100.00 60.00 70.00
<u> </u>	Competitive.	·
che umgartner Bellis Berger C. Carpenter Clifford avies ans ans hnson	Nurse Laundryman Assistant physician Assistant physician Head nurse Laboratory nurse Assistant engineer Nurse Fireman Nurse	30.00 60.00 125.00 100.00 60.00 41.00 55.00 41.00 37.00

#### TUBERCULOSIS SANATORIUM—Continued.

Name.	Position.	Pei ti
	Competitive,	Per
Annette Lambert John Lange L. A. McGonigal D. A. Scott Erwen Williams Kittie R. Williams	Nurse Fireman Matron Chief engineer Fireman Nurse Labor.	\$ 3 4
Elva Best Irene Best Mary Bowen Mary Burns John Chopek Jennie Evans Agnes Gibson Theresa Graf Jane Griffith Enola Herr Ida Hoeppner Conrad Holm John Hoppe Mollie Jaeger P. Jones Clara Lange Ella Lange Ella Lange David Lewis Gladys Mills Mabel Mills Carrie Sayles Lizzie J. Thomas Sarah Thomas Frank C. Webber Frieda Wehrman Hida Werhman Hida Werhman Hida Werhman T. Alterman Thomas Barker Roy Coon Ted Howe Chas. Mavis J. Pugh Lewis Pugh David Southard E. Williams John Williams Morgan Williams	Waitress Assistant cook Seamstress General work General work Waitress Waitress General work General work General work General work General work General work General work General work Teamster Laundress Laundress Laundress Laundress General work Waitress General work General work General work General work General work General work General work General work General work Gardeper Laundress Night engineer Waitress Night engineer Waitress Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer Laborer	22 22 22 11 22 12 12 12 12 14 22 23 11 13 22 24 11 15 1 · · · ·

#### WORKSHOP FOR THE BLIND.

Name.	Position.	Co per ti
• •	Unclassified.	Per
Oscar Kustermann	Superintendent	\$15
į	Noncompetitive.	
Wm. Schroeder J. Koopis Michael Zana. Richard Krantz	Instructor Instructor	7

# **INDEX**

	PAGE
ADVERTISING EXAMINATIONS	7
APPLICANTS—rules governing	44
APPLICATIONS	
comparative table showing growth of volume in business	5
reg. 3	59
rules governing	44
APPOINTMENTS—from eligible lists	4
statistics of	64-67
ERTIFICATION AND APPOINTMENT—of laborers—rules	55
rules governing	48-49
CERTIFICATIONS OF ROSTER	57
CHANGES IN CLASSIFIED SERVICE—all officers	64-67
HICAGO—work of the efficiency division	29
'IVIL SERVICE RULES	34-57
LASSIFICATION—in penal and charitable institutions	39
rules	34
OMMISSION—expenditures of	69-72
meetings	4
MPETITIVE CLASS—in penal and charitable institutions	39
rules	36
statistics of changes in promotion	64-67
MPETITIVE EXAMINATIONS—reg. 5	60
term defined	5
TITICISMS ANSWERED	23-28
EDUCTION IN PAY AND POSITION, rules governing	53
EPARTMENTAL ORGANIZATION AND EFFICIENCY DIS- CUSSION	. 28-2'

# 130 REPORT OF THE STATE CIVIL SERVICE COMMISSION.

	PAG
DIRECTORY of local examiners	<b>v</b> -v
EFFICIENCY—gains in	20-22
legislative employes	18-19
investigations in Wisconsin	
of the service	
of the service	
ELIGIBLE LISTS—rules governing	47
ELIGIBLES—reg. 6	61
EXAMINATIONS	
Comparative table showing growth of volume in business	5
discussion of methods	5-6
rules governing	46-47
	3
what is involved in conducting	
EXAMINERS—reg. 4	60
rules governing	45
EXEMPT CLASS—rules	34-35
EXPENDITURES of civil service commission	69–72
FIRE AND POLICE BOARDS in Wisconsin cities	1
GRADES FOR PROMOTION	53
ILLINOIS	
	3
comparative study of Wisconsin and Illinois laws powers of Illinois Commission relative to efficiency	30
LABOR CLASS—in penal and charitable institutions	40
reg. 9	63
_	54
rules governing registration	_
statistics of appointments	64-07
LAW—Wisconsin law compared with laws in other states	2-3
LEGISLATIVE EMPLOYES	
cost in Wisconsin compared with other states	18-19
LOCAL EXAMINERS, directory of	v_vi
LOCAL EXAMINERS, directory of	45 46
rules governing	40-40
MARKING PAPERS-fundamental guiding principles involved in	ė
MEETINGS OF COMMISSION	4
reg. 10	63
MILWAUKEE—volume of business compared with the state	5

EPORT OF THE STATE CIVIL SERVICE COMMISSION.	131
	PAGE
PETITIVE CLASS—in penal and charitable institu- ions	39
stics of changes in	
XAMINATIONS—when given	6
	•
LLSreg. 8	
BOARDS IN CITIES, second and third class	1
S—has civil service eliminated politics?	22–23
ENT—powers of	<b>58</b>
1	58
ION—rules governing	51
ENDATIONS OF APPLICANTS, rules governing	<b>56</b>
ENDATIONS OF THE COMMISSION	31–33
TIONS	
governing	57
TEMENTS—statistics of	64-67 50
OF COMMISSION	
—comparative table showing increases since 1906	9
ployes in all departments	73-128
—limitations on civil service procedure	13
s for promotion	53
ARY AND CHIEF EXAMINER—power and duties of	58 58
ICS IN CLASSIFIED SERVICE	64-67
ARY AND EXCEPTIONAL APPOINTMENTS— governing	49-50
—in state hospitals	12
ite service prior to 1905	14-15
ERS—rules governing	50
tics of requests for	64–67 68
OF BUSINESS, Wisconsin Commission	- <del>-</del>

•

•





	•		
•			
•			
•			
-			
<b>;</b>			
•			
•			
•			

#### FIFTH BIENNIAL REPORT

OF THE

# WISCONSIN CIVIL SERVICE COMMISSION

FROM

July, 1912, to July, 1914, Inclusive



MADISON, WISCONSIN

DEMOCRAT PRINTING COMPANY, STATE PRINTER
1914

# CIVIL SERVICE COMMISSIONERS

THOMAS J. CUNNINGHAM, President, Chippewa Falls
OTTO GAFFRON, Plymouth
PERCY Ap ROBERTS, River Falls

SECRETARY AND CHIEF EXAMINER

JOHN A. HAZELWOOD, Madison

ASSISTANT EXAMINER
HENRY S. KNIGHT

CHIEF CLERK
ELSA A. SAWYER

Nellie M. Crane, Stenographer

Margaret Foran, Clerk

Emma B. Kueltz, Stenographic Clerk

Jennie E. Erickson, Clerk

# TABLE OF CONTENTS

	PAGE
Directory of local examiners	5-6
Report of the Civil Service Commission	7-25
Statistics of changes in service	26-32
Statistics of examinations	33-35
Expenditures of the commission	36-41
Rules and Regulations	42-69
Index	71



# DIRECTORY OF LOCAL EXAMINERS.

nty and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners.
s—Friendship nd—Ashland	J. Reese Jones. V. T. Thayer.	Fond du Lac—Waupun	T. M. Welch. H. C. Curtis. F. R. Nash.
n-Barron	Nellie Kane. Carl Rudquist. C. W. Meadows.	Forest-Crandon	H. A. Kamm. A. A. Blandin. John Masbaum.
eld—Washburn	M. S. Hines. A. M. Warden.	Grant—Lancaster	E. B. Goodsell. J. C. Brockert. W. A. Johnson.
n-Green Bay	Joseph Martin.	-Platteville	J. A. Wilgus. George Beck.
tt-Grantsburg	H. J. Nichaus.	Green—Monroe	S. E. Smalley. C. H. Dietz. J. L. Sherron.
1et—Chilton	G. M. Morrissey. Geo. C. Humes. Charles Luther.	Green Lake-Green Lake	S. G. Potter. Geo. V. Kelley. John J. Wood, Jr.
ewa-Chippewa Falls	M. S. Bailey. C. J. Brewer.	Iowa-Dodgeville	R. L. Joiner.
	Albert Brunstad.	Iron—Hurley	Wm. D. Tyler. Mat J. Connor.
-Neillsville	G. E. Crothers. Wm. A. Campman.	Jackson-Black River Falls	F. B. Dell. Sam Lund.
bia-Portage	W. G. Clough. J. E. Jones. A. C. Kellogg.	Jefferson—Jefferson	
bia-Columbus		Juneau—Mauston	C. W. McNown. J. W. Wightman.
ord—Prairie du Chn. Madison		Kenosha—Kenosha	A. E. Buckmaster. John C. Slater.
	John Kelley.	Kewaunce—Kewaunce	Jos. J. Schultz. John M. Borgman. Joseph Jirtle.
Sturgeon Bay	Rudolph Soukup. H. O. Bernhardt. H. A. Norden.		Harry Spence. F. H. Fowler. Frank Winter.
sSuperior	A. D. S. Gillett. A. D. Whealdon.	Lafayette-Darlington	-
Menomonie	Thos. R. Moyle. G. L. Bowman. Fred Thomson.	Langlade—Antigo	T. W. Hogan. Mattie McMillan.
laire—Eau Claire	W. H. Schulz. John B. Fleming.	Lincoln—Merrill	Wm. Milne. H. J. Bowell. W. A. Clark.
re-Florence	A. H. Shoemaker.  Frank Waring.  Fred S. Evans.  Jas. Pontbriand.	Manitowoc—Manitowoc	F. J. Taugher. Wm. Rathsack, Jr. C. G. Stangel.
lu Lac-Fond du Lac	F. W. Chadbourne. D. O. Williams.	Marathon-Wausau	Anton Mehl. S. B. Tobey.

#### 6 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

#### DIRECTORY OF LOCAL EXAMINERS— Concluded.

County and Examining Center.	Local Examiners.	County and Examining Center.	Local Examiners.
Marinette-Marinette	G. H. Landgraf. F. W. Hanft. C. R. Johnston.	Sauk-Baraboo	R. B. Griggs. C. H. Evenson. A. C. Kingsford.
Marquette—Montello	A. J. Barry.	-Spring Green	Bern. McNulty. Thomas W. King.
Milwaukee—Milwaukee	Wallace Reiss. J. C. Castleman. Wm. T. Darling.	Sawyer—Hayward	_
Monroe-Sparta	Z. S. Rice.	Shawano-Shawano	M. R. Stanley. Julius C. Luebke
Oconto—Oconto	L. C. Harvey. Fred Schedler.		O. O. Weigand.
Oneida—Rhinelander	F. A. Lowell. W. C. Orr. W. V. Reed.	Sheboygan—Sheboygan	H. F. Leverenz. Theo. Dieckmann: Jos. C. Elfers.
Ontagamie—Appleton	Chas. W. Treat. Humphrey Pierce.	Taylor—Medford	G. W. Adams. M. A. Buckley.
Ozaukee-Port Washington	J. E. Uselding. C. H. Bachhuber. Marg. E. Schmit.	Trempealeau—Whitehall	P. H. Johnson. E. J. Brovold. J. I. Dewey.
Pepin—Durand	W. B. Newcomb. Cynthia Carlisle.	Vernon—Viroqua	H. L. Gardner
Pierce Fileworth	C. A. Ingram.  A. J. Ingli.	Vilas—Eagle River	Prin. A. J. Au Grant Cook.
Pierce—Ellsworth	Wm. W. Clark. R. D. Morton.	Walworth—Elkhorn	John G. Voss
Polk—St. Croix Falls	C. W. Monty. J. A. Mack. F. W. Walker.	Washburn—Shell Lake	J. A. Lonsdo J. H. Shields J. M. Smith.
Portage—Stevens Point	F. N. Spindler. A. E. Bourn. Henry Finch.	Washington—West Bend	D. E. McLander F. W. Buckling W. P. Rix.
Price—Phillips	E. W. Murrray. Fred R. Struble.	Waukesha-Waukesha	S. B. Ray. D. J. Hemlows E. E. Howans
Racine—Racine	A. J. Wilbor. Guy A. Benson.	Waupaca—Waupaca	C. M. Boyless Chas. Stinelss
Richland—Richland Center.	A. A. Thomson. Thomas A. Nee. F. H. Pratt.	Waushara—Wautoma	G. M. Byse. G. E. Dafoes —
Rock—Janesville	John Arbuthnot. H. J. Cunningham. M. P. Richardson.	Winnebago—Oshkosh	A. B. O'Nei I D. W. Fern
Rusk-Ladysmith	O. E. Rice. Alden J. Laidlaw.	Wood—Grand Rapids	M. H. Jack
St. Croix—Hudson	F. T. Condit. J. A. Lindquist.	1	W. J. Conve

# GENERAL REPORT AND RECOMMENDATIONS

HON. FRANCIS E. McGovern,

Governor of Wisconsin,

Madison, Wis.

The Wisconsin civil service commission herewith presents to you its fifth biennial report on the scope and character of services rendered. The work of the commission has increased in magnitude and in quality from year to year. We believe that a review of the administration of the merit system will prove of value at this time.

#### BUSINESSLIKE ADMINISTRATION

To administer the government affairs of the commonwealth of Wisconsin economically and efficiently is a difficult and complex undertaking. The citizens of Wisconsin are stockholders in the government and are interested in securing the highest dividends possible. Our people are desirous of securing for public service the most competent and efficient employes. Men who have the working out of general policies and the determining of class activities need the most efficient help obtainable in order to secure the best results. This is true of the administrative offices of Wisconsin, just as it is true of directors of corporations desiring to employ the most expert and practical laborers possible in order to obtain the highest returns.

#### THE MERIT SYSTEM

Wisconsin wisely determined upon the merit system of selecting those who have the clerical, stenographic, inspectorial and ministerial duties of the state to perform. Officials who are elected by the people are required to pass a most rigid examination; therefore, it is only reasonable to hold that all employes who are appointed to public office should be selected upon the ground of fitness, and not owing to political, religious or friendship pulls.

#### CHANGES IN PERSONNEL OF THE COMMISSION AND OFFICE FORCE

During the last two years the civil service commission has labored somewhat at a disadvantage owing to changes in its personnel and in the office force. In July, 1913, its president, C. E. Buell, terminated his services as a member of the commis-Mr. Buell had honestly, conscientiously and very judiciously acted as president and member of the commission for six years. In September of last year Mr. F. E. Doty, secretary of the commission from its organization in 1905, was invited to take up a work in California which in his judgment was larger and more important. His resignation was reluctantly accepted by the commission. Mr. Doty had blazed the way in Wisconsın for the successful administration of the merit system. with many difficulties and much opposition from those long used to advantages under the so-called spoils system; and not only those long experienced in receiving prestige on account of opportunities afforded, but also some of those who in their political careers had championed the merit system, opposed its administration. At all times Mr. Doty stood calm, firm, determined to make the public service of Wisconsin subservient not to the political boss, but to the principles of the merit system. loss of Mr. Buell and Mr. Doty to the civil service work in Wisconsin cannot be easily estimated.

Mr. Buell's place on the civil service commission was filled by the appointment of Mr. Percy Ap Roberts of River Falls, and that of the secretary and chief examiner, by the selection of John A. Hazelwood of Jefferson. The place of Miss Theda Carter who had efficiently held the position of chief clerk for four years and who resigned January 1, 1914 to accept a position with the Teachers' Retirement Fund was filled by the appointment of Miss Elsa Sawyer, whose name was first on our eligible list of clerks.

#### THE DUTIES OF THE COMMISSION

The commission, having placed upon it additional duties and responsibilities by the last legislature, has been active in endeav-

ring to carry out plans that were carefully prepared and preinted to the legislature by the commission.

The commission has met on an average of twice a month dur
g the past two years. The work of the commission involves

mong other things the supervision of the work of the office; the

etermination of policies to be pursued; the hearing of special

pplications for reclassification of positions and for action in ex
ptional cases of employment; the conducting of investigations

to matters touching the enforcement of the law and violation

ereof; the listening to appeals relative to ratings of examina
ons, and the visiting of various departments and institutions of

estate.

#### EXAMINATIONS AND APPOINTMENTS

Since the law was enacted in 1905 the total number of persons have applied for examination is 21,934.

Total number of persons who wrote in examinations 19,478.

Total number who passed 10,002.

eligible lists to competitive, noncompetitive, exempt and positions. Further figures are set forth in detail in the positions. The general method of conducting examinations is essentially different to-day from what it was two years ago, we believe it is not out of place, at this time, to call to your tention a few of the features of our examination method.

#### EXAMINATIONS NOT A MERE FORM

It means something to pass a Wisconsin civil service examination. The very nature of the examinations contributes largely to the dignity that justly belongs to the service of the state. They are not mere forms used for the sake of appearance. Everything possible is done to make them fair and yet very searching. Chart number 1 indicates the degree to which they are selective in their nature.

#### EXAMINATIONS PRACTICAL IN THEIR NATURE

It has been the aim of the commission to conform the method of examining applicants as nearly as possible to the procedure followed by leading commercial concerns. The oral interview

# CHART NO. I.—SHOWING SELECTIVE PROCESS IN CIV. SERVICE EXAMINATIONS

NUMBER
TAKING
EXAMINATIONS
1912—1914

4720

NUMBER
PASSING
EXAMINATIONS
1912—1914

2692

of the candidate, together with the written statement made by references concerning his character, health, employments, etc. count largely in the examinations. The oral interview may include medical and physical tests, field tests or practical try-outs in the actual work connected with the position for which the candidate's are examined. The written test has been dispensed with whenever candidates could be examined satisfactorily without it.

#### FIXING A MINIMUM PASSING MARK IN A SPECIAL SUBJECT

It has been found advisable to include a number of subjects in certain written examinations. One of them is a basic subject of vital importance in which the candidate should pass high in order to qualify. While all the other subjects are more or less necessary, the basic subject is rated first in the marking of papers. Those candidates who fail in the basic subject fail in the entire examination. This plan insures proficiency in the basic subject on the part of every eligible, and affects a considerable saving of time and money in the rating of papers.

#### THE SUPPLEMENTARY ORAL EXAMINATION

The appearance, address, personality, tact and deportment of candidates are qualities of the first importance to be considered in examining for certain positions, such as inspectors—i. e. building inspector, medical inspector, hotel inspector, school inspector, etc. With respect to such qualities we believe that the relative merit of candidates is best ascertained by an oral examination. This oral examination is given at one or more selected centers, shortly after the general competitive written examination. Only the successful candidates are required to appear at the supplementary oral examination. The candidates are questioned by members of a committee of from five to eight Each candidate is given a mark by each of the ex-The average of these is taken as the mark for the oral aminers. examination. Those who act on these committees are men especially qualified to judge of a candidate's fitness for the position for which he is examined.

# SPECIMEN QUESTIONS

Heretofore it has been the policy of the commission to advertise the general scope of the practical or technical questions rather than publish the questions themselves, but so many requests have been received for questions that the commission is now issuing a manual of specimen questions used in the more reimportant examinations of frequent occurrence.

It is hoped that persons who are well qualified to compe but who refrain from so doing because they do not know when at to expect in these examinations, will in this way be encouraged make application.

NEW Positions for Which Examinations Have Been Given

Following is a list of the new positions for which examinations have been given during the biennial period—1912-14:

	No.	No -
	Examined	Pas===ed
Boiler Inspector	<b>26</b> .	5
Guide—Capitol	23	5
Hotel Inspector	100	<b>53</b>
Plumbing Inspector	18	11
Salesman—State Prison Products	67	47
Woman Inspector of Grades Below High School	68	<b>5</b> 0
•	302	211

The presentation of the data relative to these examinations will bear careful study and thought. In the first place we desire to call attention to the fact that practically all of these positions are of the type to catch the eye of the "spoils system" politician, as enviable prizes to use in paying off good sized political debts. In most states they would be thus appropriate and fitness would play a minor part in determining the appointee. Even those who failed in the above mentioned examinations were of a high enough type and had sufficient prepartion to have made them eligible to appointment under the "spoil" system".

The data shows the results of civil service administration. Out of the 302 examined for these positions only 211 even passe and of those who passed only the three highest in each case were certified for the position. This indicates the care that is exertised.

≥ ed in the selection of a person for a position, under civil serv-≥ administration.

### OUTSIDE RECOGNITION OF THE COMMISSION

During the past biennial period several private corporations well as municipalities have applied to the commission for perission to select candidates for certain positions from the comission's eligible list. This may seem to be a rather small matard and yet we believe it is significant in its bearing. It sugsts the respect that is felt for the commission's examination ethods. It is further significant in that it indicates the growinterest in efficient administration, on the part of municipales.

On January 3, 1914, at the request of the Sheboygan Board of ublic Works, we held at that city a competitive examination for e position of plumbing inspector for the city of Sheboygan. In June 20, 1914 we held a similar examination at Oshkosh by quest of the Oshkosh Board of Public Affairs. We welcome the requests and are glad to render to the counties and municialities of the state any service within our power.

### TENURE OF OFFICE

Chart number 2 tells its own story. The change in condi-Ons between 1904 and 1914 is largely due to the administration the Civil Service law which went into effect in 1905. oughtful business man can fail to see at once the significance this change. The manager of a large corporation guards sainst frequent changing of employes and encourages increas-8 length of service because he knows what it means in profit ld loss to the business. The citizens of Wisconsin are the Iners as tenure of office becomes longer and more secure. They 'ofit the same as do the stockholders of a private corporation der similar conditions. It is unnecessary to discuss the asons for this. Any thoughtful person must recognize them, d to him the comparison shown in the chart cannot but be full significance.

# CHART NO. 2.—SHOWING EFFECT OF CIVIL SERVICE AD-MINISTRATION ON TENURE OF OFFICE

AFTER

CIVIL SERVICE

IN

WISCONSIN

**58**%

HELD OVER

FROM

1910 to 1914

BEFORE
CIVIL SERVICE
IN
WISCONSIN

18%
HELD OVER
FROM
1900 to 1904

# APPROPRIATION FOR CIVIL SERVICE

Chart number 3 shows the yearly civil service appropriation as found in the nine states under civil service laws.

Civil Service administration in Colorado is very young and in Connecticut the work is carried on on a small scale. Considering Wisconsin then in relationship with the other states, Colorado and Connecticut excluded, we see that Wisconsin has the smallest civil service appropriation of any. The appropriation of New York is three times as large as is that of Wisconsin. In this connection it is interesting to note that for last year when the New York State Commission held 186 open competitive examinations Wisconsin held 162.

### New Features of Our Work

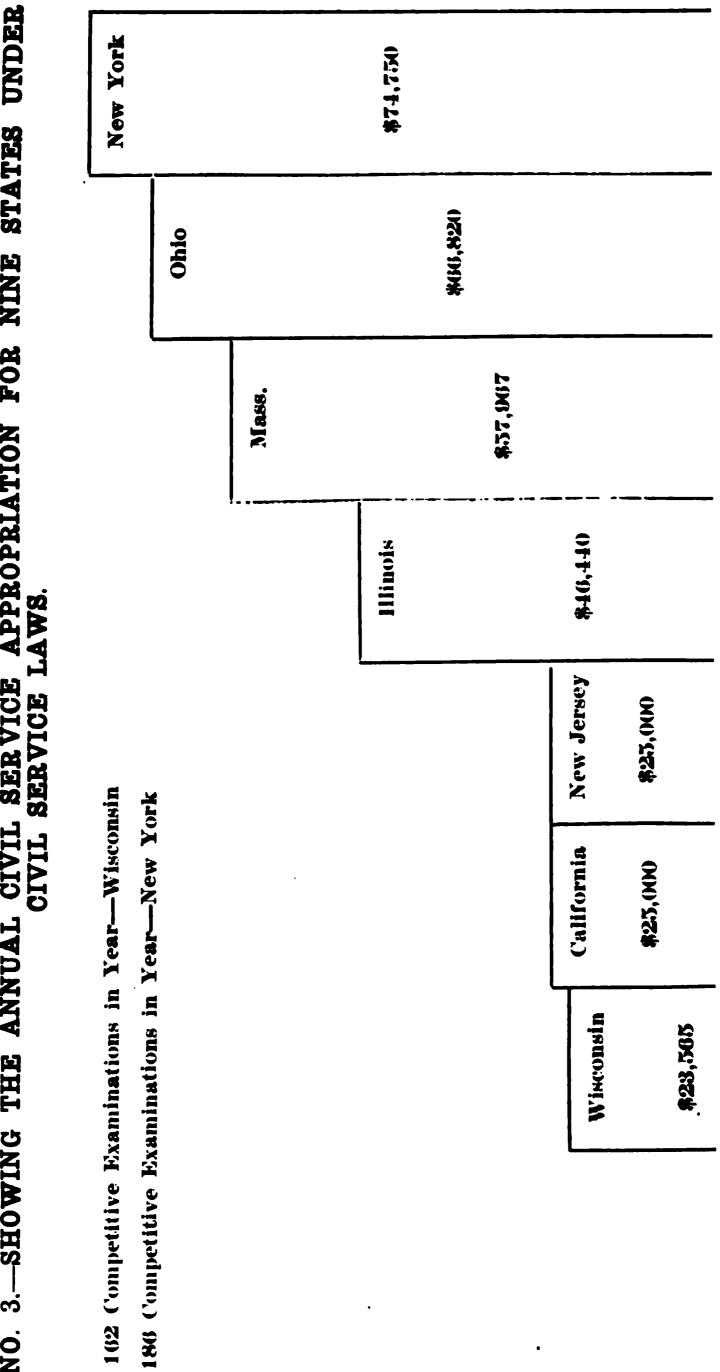
# Introductory.

In 1912 Mr. G. D. Sprague was employed jointly by the Board of Public Affairs and the Civil Service Commission to make a study of departmental organization and efficiency, salaries, classification of service according to duties, and methods of keeping efficiency records. Mr. Sprague devoted five months to the work and then withdrew to manage a private business in the East. His investigation was therefore incomplete.

This year the commission secured the services of Mr. Allen M. Ruggles to take up the work started by Mr. Sprague, and in conjunction with the secretary and the commission to draft plans and suggestions leading to a more effective service. Reports on the work have from time to time been made to the commission and although at this time we are not ready to outline a definite policy leading out of this work, we do present the following preliminary suggestions which show in a small way the trend of the study now being made.

It is our conviction that the state civil service commission should concern itself not only with the selection of candidates for the various state positions but that there devolves upon it the further function of assisting administrative heads in maintaining a high degree of efficiency within their respective departments. In other words we believe that we owe it as a duty to state administrators as well as to the people of the state to concern ourselves seriously and actively with the efficiency of

HE ANNUAL CIVIL SERVICE APPROPRIATION FOR NINE STATES UNDER CIVIL SERVICE LAWS. CHART NO. 3.—SHOWING T



the individual worker, just as long as he remains in the service of the state. And further, we feel that by virtue of our relationship to the other departments of state, we are in a position to organize and carry out certain plans for increasing the general efficiency of the service. In accordance with these beliefs we are at present actively interested in the following problems which have a direct relationship to the businesslike administration of state affairs.

# RECLASSIFICATION OF THE SERVICE

We believe that salary should be directly related to the actual nature of the duties performed. This means that neither the title of a position, the department head, nor precedence should determine salary, but only specific duties actually performed. Each employe should be paid for just what he does. Two employes doing the same kind of work, other conditions being similar, should receive the same salary. This is business and justice, and leads to greater satisfaction on the part of those in the service. It means that after analyzing an employe's work we ought to be able to say that he should receive a certain salary because the work that he is doing calls for this salary. He should be receiving this salary, not because of the title of the position he holds, but because of the duties he actually performs.

To follow out this idea consistently requires that the Civil' Service Commission shall have as a standard for comparison a complete list of typical duties for each branch of the service, 80 charted or grouped that those in the same group require practically the same degree of ability in performance. With each group must go a maximum and minimum salary. To illustrate the application of this principle, to actual classification: We have here an exact description of the duties of an employe, say a clerk. He receives \$80 a month and has a title that suggests more in the line of responsibility and requirements than is actually involved. We note in which groups of our clerical service chart, his duties fall. The group in which the major part falls alls for a salary of from \$50 to \$70 per month, including full llowance for length of service. A clerk in another department ing work falling in the same group, and having been in the twice the same length of time receives only \$65 per month. mething is wrong.

We are not placing the blame on the department head. The first position bears a rather impressive title, and precedence dating back to the days of the spoils system has attached the \$30 salary. Then too it must be remembered that all the department heads cannot be expected to have just the same idea of what salary certain work calls for, and even if they did, they hard by have the time to analyze carefully the work of each employe in the department, compare his duties with those of employes other departments and as a result apportion a just salary.

We as a Civil Service Commission approve the pay rolls, who know the people who go into the service; we keep track of their work after their appointment. We believe that we are in a position to see the situation as a whole as no department head can, and so we are working out this chart or group arrangement of duties with attached salary schedule, based as justice demands on the nature of duties performed. This grouping is already determined for the clerical service, and the work will be continued for the other services. The grouping is being worked out in such a way that it will represent the consensus of judgment of many persons expert in the particular service under consideration.

Each department head will be given a statement, showing where in the classification each of the employes of the department falls, what salary each should be receiving according to the standard scheme, and urged to attempt in the future to bring salaries in that department to conform to the standard. In though we do not urge that the salaries of those now in the service be reduced to conform to the new salary schedule, we do urget that no salary be increased until the employe has met all the conditions for such increase as are required by this new plan.

The commission expects for its own convenience to use the following scheme in its general classification of the service. The state service as a whole will be divided into eight different services, to be known as

- 1. The administrative service
- 2. The supervisory service
- 3. The inspection service
- 4. The professional and advisory service
- 5. The clerical service
- 6. The protective and preventative service
- 7. The skilled labor service
- 8. The unskilled service

ne services will be subdivided into classes according to the ing nature of the work; the classes will be divided into es representing marked differences in ability required in performance of duties; and each grade is to be broken up, ranks, indicative of salary.

### SALARY SCHEDULE

te commission is now gathering and organizing data relative ie issuance of suggestive salary schedules for the various services. Each grade will bear a maximum and a minisalary. Between these limits will be intermediate salary bilities which will serve as steps in the promotional scheme. e schedules will represent a careful study of the salary lules of other states, together with a study of the relations of salaries in the Wisconsin state service. The whole attis that of standardizing salaries and bringing about a direct relationship between salaries and duties actually ormed.

### SALARY INCREASE

le commission believes that salary increase within a grade ld be uniform throughout the service. Salary increase ld be determined by certain established principles. To this we suggest the following rules and regulations:

A person appointed to a position shall begin with the lowest salf the grade to which he is appointed.

Salary increase within the limits of a grade shall be recommended e department or commission head and certified to by the civil the commission according to the following regulations:

iority: Increase of salary for length of service shall not be made the expiration of one year's service in the grade in which the ye is classified at the time of such increase. Thereafter it shall ide for efficient service at the rate of one unit* a year, until the num for the grade is reached. In no case shall the salary be used above the maximum for the grade.

rease of salary for length of service shall be recommended only the employe shall have attained an efficiency mark of at least the preceding year.

te-The unit will differ in the various classes and grades but in general and for the minimum salary increase within the particular grade reto.

Performance of duties of a higher grade: In accordance with the fundamental principles guiding our work of classification, we recommend that for each unit * of time per day devoted to duties of a higher grade, by an employe, he receive a unit increase of salary, provided that no such increase be made until the employe has for a period of at least six months efficiently performed the duties upon which it is based. This factor of salary increase should operate independently of that of seniority but in no case should it operate to raise an employe's salary above the maximum for the grade in which he is classified.

### PROMOTION FROM GRADE TO GRADE

We believe that promotion from grade to grade within the service has marked advantages, and that for the good of the service employes should be encouraged to anticipate advancement and actually prepare themselves for such promotion. However we do not believe that when an opening occurs, competition for it should necessarily be restricted to those already in the service. The service wants the best it can get and not just a passable man. In going from the lower to the higher grades in the civil service organization, there are points where the need of an entirely different type of ability is found. There should be provision for taking in at these points men of broader education and of a higher type of ability.

In connection with, and as an important part of our study of duties and our classification of positions we are endeavoring to determine at just what points in the organization new types of ability are required in the efficient performance of the related duties. As a result of this study we shall recommend that positions in certain grades be filled by competitive examination open to those without as well as within the service.

# CREDIT FOR EFFICIENCY AND EXPERIENCE IN PROMOTION

In the cases of those within the service whose duties have been such as to be of real advantage to them should they receive appointment to the higher grade position, we believe that additional credit should be given on the examination. However we are

^{**} Note—What this unit of time is to be, will be determined later but it will not be less than one hour.

ready at this time to say as to the method of allowing for the tors of similarity of duties, length of service and efficiency. e decision in this matter will depend largely upon the results the study of duties now under way. The final classification be charted in such a way as to show clearly lines of promonand possibilities of entrance into the service from without.

### VACATIONS

We recommend that after one year's service an employe be titled to an annual vacation according to the following sched::

An employe in the service less than a year should upon special quest be granted a vacation of as many days as he has been ll months in the service. This provision should in no case erate so as to increase in any way the number of days of vation per year as indicated in the accompanying schedule.

### SICK LEAVE

When a state employe is prevented by sickness from reporting r duty, he must, on the first day of his absence, send notice ereof to the head of his department either in writing, by mesnger or by telephone. If the absence is for more than one day, e state employe must within three days furnish to the head of department the certificate of a physician stating that such ate employe is unable to perform his work because of sickness. Pon receipt of such certificate the head of the department may ant sick leave with or without pay until recovery for a period not to exceed 12 days, and may renew the same for like periods without pay, provided that the total number of days for thich such sick leave is granted shall not exceed 36 days in any he fiscal year (except by special action of the civil service commission.) The commission may disapprove such leave for any of the following reasons:

- (a) That such state employe is not in fact sick or incapacitated from performing his duties; or
- (b) that while on sick leave he has engaged in private work; or

(c) that such leave was not granted in the manner prescribed by this rule.

Temporary appointees shall not be granted leave of absence, except sick leave.*

### EFFICIENCY WORK

As suggested above we believe that we are in a position to assist the department heads in increasing very materially the efficiency of those in the service. We are at present taking definite steps toward the establishment of an efficiency and educational division. We hope soon to suggest to the various appointing officers a simple and workable plan of reporting efficiency, one that will fit into the general scheme of classification now being worked out, and play an important part in determining promotions.

As has been well said of the operation of efficiency reports "It has a moral effect upon the employe to know that a record is being kept of his work. It is of value to the commission in that it will keep it informed of its own deficiencies in selective methods".

The progress made by the New York, Chicago and other commissions in definitely working toward increased efficiency within the service is, to say the least, indicative of great possibilities for good in this field.

### EDUCATIONAL WORK

The idea of a businesslike public service is, in our country, comparatively new. The propagation of a new idea means systematic education. The Civil Service Commission must realize and assume its mission of education if it is really to stand for the most efficient service. It must take an active part in advancing in the minds of all, the true conception of the significance of public service. Many notions of that service that are so closely bound up with the reign of graft, must be uprooted and cast aside, while the new conceptions of things are put in their places. Within and without the service this education must go on.

If the principles for which the state civil service commission

^{*}NOTE: This regulation, excepting that part in parenthesis, is taken bodily from the Cook County regulations.

ds are really worth while the people of the state, especially young people, ought to be made familiar with them. They it to realize their meaning in the nation-wide attempt to put administration of the government on a more businesslike. In the East this good work of education has been caron by the Women's Auxiliary of the Civil Service Reform ciation. We see no reason why the Civil Service Commissional leave entirely to the women this work of instructional the principles of good government. We bethat it is to the interest of good government to carry on this and to that end we shall soon issue a booklet on Good Government and Civil Service, to be used in the high schools of the in connection with the work in history and civics.

e further intend to familiarize the people of the state with vork of the Civil Service Commission. We expect from time ne to issue booklets addressed directly to the taxpayer of the presenting in simple language, just what the Civil Service ing, what it means to the state, how it is administered, and those who desire to enter the state service may prepare them is to do so.

### PROGRESS OF EMPLOYES

ne demands for education within the service are many. Service Commission should seize every opportunity to make ce for the state one of growth and progress. A public sershould continually be advancing in his interest, in his t, and in the efficiency of the service he renders. A state eme ought to have a comprehensive idea of the real meaning is work. He should be stimulated to keep in close touch the operation of new laws and the application of certain lamental principles of administration. He has enviable edional opportunities in public service. As the employe res these opportunities and has aroused within him a vital rest in the work of the department, his value to the state become greater and he will be in a position to assist in meetthe new and growing needs of the department. This condiof affairs calls for encouragement and in giving this encourent the Civil Service Commission ought to take a hand.

some departments education of this nature is being consly and definitely pursued and the results are most gratify-

ing. But to carry on education of this kind to the greatest advantage requires definite planning and organizations. The various departments are too rushed with work to devote much time to this planning and organization. It seems then that this is a work that we as a Commission can well undertake. We believe that with the coöperation of department heads we should take steps to increase directly the efficiency of employes in the actual work they are doing. This is being successfully done in Chicago and elsewhere. Its value need not be argued. It is a matter to be gradually worked out as opportunity offers and should be under the direction of the efficiency and educational division of the Civil Service Commission.

In connection with the department of public property we are at present making an attempt at this sort of education through the presentation to the police, janitors and elevator men of the capitol, of a series of talks which we trust will prove of educational value and lead to more intelligent and efficient service on the part of these public servants. We have placed in the hands of the police at the four entrances to the capitol booklets containing pictures of the groups of statuary and the pediments with a full description of each figure, that they may more readily familiarize themselves with these groups and be able to explain clearly their significance to interested visitors.

The outline of the talks follows:

### PROGRAM OF TALKS

TO

# POLICE, JANITORS AND ELEVATOR MEN

Ι.	Presentation of plan
	Mr. Onstad
	Mr. Hazelwood
	Talk.—General points of interest about the capi-
	tol and duties of employes in pointing
	these out
II.	Talk The General Exterior of the Capitol Mr. Holtz
IH.	Talk.—Marbles and Granites. Located on floor planMr. Donald
IV.	TalkStatuaryMr. McGregor
$\mathbf{V}$ .	Talk.—How We Are Governed
VI.	Talk.—Governor's Reception Room
VII.	Talk.—Assembly Chamber & Senate ChamberMr. Holtz
VIII.	Talk Supreme Court Room
IX.	TalkThe Commission Form of GovernmentMr. Hazelwood
$\mathbf{X}$ .	Talk Basement -Ventilation, Sanitation, Master
	Clock, etc
XI.	Talk.—The Efficient Police
XII.	Talk.—Physical Training

It is also our intention to conduct further series of talks of a milar nature with other groups of employes. An employe who not in good condition physically cannot give the state the ost efficient service. The state looses as well as the individual. Her a course of instruction will be given to state employes on e proper care of one's physical self, a course that will be ractical in its nature. We believe that there should be a defite plan of stimulating employes along the lines of self-improveent and of giving them due credit for such work. The working out of such a plan remains to be undertaken.

The preceding simply indicates in general the scope of the ork we have in mind for the betterment of the state service. Ve are carrying on simultaneously several lines of endeavor and e hope soon to tell of our actual achievements along these lines. he need of a permanent educational and efficiency division in nuection with the work of our commission is realized now ore than ever before.

### THE MERIT SYSTEM POPULAR

The idea of an efficient and organized civil service is prevail
in cities, counties, states and nation. The businesslike adinistration of public affairs demands care in the selection of

in to carry on its work. Various departments of public adinistration under the statutes have adopted civil service methin the examination of applicants for positions. County highy commissioners in Wisconsin are selected as a result of a
inpetitive examination. Municipal accountants are chosen beuse of their demonstrated ability and efficiency. Plumbers
ist pass an examination before they receive a state permit to
bliely follow their trade, and doctors and lawyers must saty state authorities of their fitness to practice before they are
anted state licenses.

Although the centralized control of civil service is comparaiely new in this country, in the past decade great advances we been made. Wisconsin is in the forefront in the work of iprovement and efficiency in all branches of public service. In attempt to advance the state service, we need the coöperaon of every individual and department interested in the public elfare. Then, working together toward a common end, we may ook for efficiency of public service in the state.

Respectfully submitted,

T. J. CUNNINGHAM, OTTO GAFFRON, PERCY AP ROBERTS. STATISTICS OF CHANGES IN THE CLASSIFIED SERVICE IN ALL OFFICES. DE-PARTMENTS AND INSTITUTIONS, INCLUDING APPOINTMENTS, PROMOTIONSS TRANSFERS, RESIGNATIONS, REINSTATEMENTS AND DISMISSALS

			. (	COMP	ET!!	rive				No	MCO:	MPE	TITIVI
		En	tere	d Se	rvie	е.		Le Serv			itero rviç		Ser
Office. Department or Institution.	Ebigible List,	K. L. Temp.	Fec. IS N E. L.	Emergency and	Reinstairment.	Transfer.	Promotion.		By Transfer	Permuseul	Temporary.	Reinstate ment	
Charitable and Penal Institutions: Green Bay Reformatory. Home for Feeble Minded. Hospital for truninal Insane. Industrial School for Boys. Industrial School for Girls Northern Hospital for Insane. School for the Blind. School for the Deaf. State Hospital for Insane. State Public School—Dependent Children Tuberculosis Sanatorium		***	11 9 4 50 8 90 3 1 15 23 25		1 10 1		7 8 6 1 1 1 3 3	10 27 29 1 10 47 4 1 27 20		118, 12, 20, 48, 8, 4, 16,	1931	99	231 (1) 13 (1) 28 (1) 248 (1)
Wisconsin State Prison Workshop for the Blind Total	27		179		17	ď	10 51	27 257	. 2	235	687	36	158
Normal Schools' Board of Regents La Crosse Normal Milwaukse Normal Osbkosh Normal Platteville Normal River Falls Normal Stevens Point Normal Superior Normal Whitewater Normal	2, 1, 5, 5, 1, 1, 1, 2, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,			24 4 12 4 5 1 8		•	1 1 1 7	43 4 4 4 5 5 3		1	1	-	1,
itout Institute	ر الا		*-	= 9	<u></u>	• • • •	_1	13		9		_:	===
Board of Agriculture Attorney General. Burbers' Board Capitol Commission Civil Service Commission Dairy and Food Commission Fire Marshal Fish Commission Forestry Free Library Commission Gar & Warden Grain and Warehouse Commission Board of Health Highway Commission Brard of Loudgration Industrial Commission Instreetor of Apiarles Librare Commission Land Office	8 1 9 1 107 127 128 3 3 5 29	6 17 70 70 6 21		1 4 2 4 7 7 15 15 16 7 2 11 10 1 4 0	1 1 1 66 4	3	34 55 1 37 4 6 6 2 11,	4 8 no 14 1 2 2 16		1 1 5.		1	pod of port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the port of the

		-	 (	OMP	RT11	178			-	No	N CO1	MPRI	17JV	
	-	En	tere	ni Her	rvic	···		Le	ft	En	te <b>rt</b> rvic	ed e.	der	
Department or istitution,	-	E. L. Trimp.	Sec. 13 N. E. L.	No List Ap.	Reintatement	Transfer.	Promotion.		By Transfer.	Permanent.	Temporary.	Reinstatement.		Dr Transfer.
ments - Continued. and Sanitary Board. ion Pharmacy pard Public Affairs Commission and Tax Commission. Statutes of State prical Library of Public Instruction sury Board Inarian lent of Public Property. ourt ission Pension Bureau gent	1 13 3 23 4 48 91 14 48 91 61 61	No 19	cha	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3 2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 3 27 3 3 7 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	19 2 5 4 1 2 22 31	1 2 2 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	14		1	11 25	
and Natural History Sur- al Society ndustrial Education. Breeders' Association ide School wee Commission ever Committee Academy of Sciences, Letters Experiment Association Memorial Park Commis- Perry's Victory Centen- position Committee	12	1		70 7;		_		6					1	3
	205 777	418	170	350 1130	18			354 980	1.	298	-	3 40	798	- ,

ible List.
1.--Fligible List Temporary Appointment.
1-No Fligible List Appointment
Ap -No Fligible List Temporary Appointment

				1.4	BOR	١			_			EXE	(PT	
		Ent	er <del>e</del> d	i de	rvice	۴.		Le		- 1	Ent Serv	ered ice.		Left
Office, Department or Institution.	Eligible List.	N. E. L.	Tenth, Ap.		. Release tement	Transfer.	Promotlon.	•	By Transfer.	Elgible List.	Permanent	Temporary.	R. welntement,	
oard of Control								****			. 2		***	٠
Green Bay Reformatory! Home for Feeble Minded! Hospital for Criminal Insane Industrial School for Boys Industrial School for Girls Northern Hospital for Insane	1 2 	***		7 6 13 1 36	 1 2	, , , , ,	1	4 9 2 47			2	2		, , , , ,
School for the Blind	····5	-		26 30 87	2 1	· · · ·	```a	27 79	****					
Tuterculosis Sanatorium Wisconsin State Prison Workshop for the Bilnd			1 - 4	136	. 11			113	1		1			1
ormal Schools:				451			=	=	=	=	=		-	===
Board of Regents La Crosse Normal Milwaukee Normal Oshkosh Normal Platteville Normal River Falls Normal Stevens Point Normal Superior Normal Whitewater Normal	4	14	1	4 * * * * * * * * * * * * * * * * * * *			2	3				23 50 29		2 4
Total tout Institute	17 -3	82 ————————————————————————————————————	=======================================		3,					_	=	122	_=	
tate Departments Board of Agriculture	1	26	p		. ,									***
Barbers' Hoard	٠	* *	,				,		****			ij		2 1.
Fire Marshal	F +	erend Spilit	11			,	, in	i	1 4 4 1 7 4 7 1 7 8 8 9	***				1
Free Library Commission Game Warden	11		7		2		,	10		1	 		i 	1
Board of Health Highway Commission Board of Imm gration Industrial Commission		1 0			+	,							į	*
Inspector of Aplaries	+		4 +		+	٠						21	,	" 1.

		-		ī.	∆ BO	R,	-				Ext	CM 177	٠.		
		En	tere		ervie			Le Serv			Ente	ered		La: Serv	
. Department or Institution	Fuglishe List.	Professional Apr.	P. L. Temp. Ap.	ا ندو ندن	Reinstatement	Transfer.	Promotion.		Transfer.	Eligible List.	Permanent.	PEDDOTRES	Belostatement		
artments—Continued: sek Sanitary Board	<u>= 1</u>			·		<b>4</b>		]	£	- 3	1	1		2,	
f Pharmacy	····2	1					::::  -:::	2			1	1		1	
y of State [istorical Library upt. of Public Instruct reasury ark Board	7	6	16	•••		••••	2	5	****	;·	3	; `1	3	;;;; ;;;	
eterinarian	13	5.5			i	***		. "1			· · ·	 81		1	
tal	34	719	48			· · ·	, , , , , , , , , , , , , , , , , , ,	26	11	19	1 16	129	4	27	-
e:	==	-=	==	=		_	-		-			_		=	=
Vecs	h	* =						***	-		, ,	111			
<b>(a)</b>	<u>-</u>			-			_				=		***	=	=
est and Natural History Survey Sturm Society of Industrial Education			-			:		•••			56	30		21	
Trade School It wee Commission Lever Commission In Academy of Sciences,	·	3 4		****	• • •				-						
ind Letters In Experiment Assu In Memorial Park Com		* * *		,	14.			:. 				* 1			
in Perry's Victory Cen I Exposition  Dk Committee						***							- :	****	1
tal	7					-					57			21	=
	234	592	58	h	10		21	627		7	715			449	
otal	273	1501	117	491	91	E .	43	1116		26	796	1 904	7	503	ľ

REQUESTS FOR TRANSFERS.

Name.	Title of Position.	From.	Salary.	To.	Salary.	Date.	Rémarks.
Olaf Goldstrand	Night Watch	State Treasurer	00 79	Laborer - Public Property		July 6, 1912	Denled – Noncompetitive
Mabel Cella		Tax Commission	8 S		(S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (S) (C) (C) (C) (C) (C) (C) (C) (C) (C) (C	Oct. 15, 19	₹.
Antomette Jongeneer.		Tax Commission	383		70 00 70 00 70 00	Dec. 28, 1912	
V F Bart	Stenographer	Legislative Insurance				7 c. 31 10	
. on a Shiels	_	University	S 55	= -	38 38 38 38	July 8, 19	
J. H. Blied	Proof Reader	Printing Board Free Library Com	8 8 8 8	Revisor of Statutes	3 S 3 S 3 S	Ang. 5, 1913 Ang. 5, 1913	
HEIN QUAIN	:	Public Property	55 55 56 58	Messenger Bd. of Contro Teachers Retfrement	65 (3)	Sept. 9, 18	13 Authorized.
(. A. Halbert	Civil Engineer	Railroad Com	150 (x)	Fund	150 00	Nov. 1, 1914 May 29, 1914	14 Authorized. 14 Authorized -Temp.
		-					

REQUESTS FOR NONCOMPETITIVE APPOINTMENTS TO COMPETITIVE POSITIONS UNDER SECTION 17

Work being temporary or expert

Name.	Title of Positon.	Salary.	Department.	Date.	Remarks.
E. H. Downey John G. Herndon, Jr Carl Geidel Grady Hipp Henry B. Nelson Miss M. L. Bowden E. F. Johns Midred Trilling O. E. Remey	Economist and Statistician.  Editing Clerk  Assistant Actuary Clerk  Clerk  Clerk  Foreman of Repair Gang  Clerk Contagious Diseases  50.00  75.00  75.00  75.00  75.00	\$150-00 100-00 112-70 110-00 50-00 50-00 50-00 550.00 per week	Industrial Commission Tax Commission Dairy and Food Commission Insurance Commission Tax Commission Tax Commission Cuiversity Board of Agriculture	Jan. 7, 1913 June 21, 1913 Aug. 5, 1913 Aug. 18, 1913 Sept. 9, 1913 Sept. 9, 1913 Sept. 27, 1913 Nay 29, 1914	Authorized. Authorized. Authorized. Authorized. Authorized—Temp. Authorized—Temp. Authorized—Temp.

REQUESTS FOR PROMOTIONS

Name.	Tepartment.	From.	Salary.	To.	Salary.	Date.	Remarks.
Stella F. Ford	Railroad Com	Clerk Digest Clerk	<b>66</b> 83 33	Digest Clerk Digest Clerk		Sept. 28, 1912 Apr. 5, 1913	Authorized.
Samuel Bryan Peter Hanson	Railroad Com Stout Institute	Clerk Janitor Machinist and Relief		Clerk. Repair Man	8 6 8 6 8 6 8 6	Apr. 5, 1913 Aug. 26, 1913	Authorized.
Wesley Sprecher	Public Property	Operator Laborer	15 13 8 8 8 8 8	44		25,5	Authorized.
Fred Barth	University	Laborer (per hr.) Bookkeeper	 889	Foreman of Coal Bins Chief Clerk	18 8 18 8 8 8 8	Sept. 27, 1913 Oct. 4, 1913 Oct. 4 1913	Authorized. Authorized.
A. J. Russell	Game Warden	Deputy Game Warden (per day)		Deputy Game Garden	day3 50	• <b>•</b> ••	Authorized.
J. B. Hill	Game Warden	Deputy Game Warden (per Gay) Deputy Game	05	Deputy Game Warden	day3 00	Oct. 4, 1913	Authorized.
Rollin Dixon		Warden (per day) Attendant	8 8 8 8 8	Deputy Game Warden	day3 00 43 00	Oct. 4, 1913 Nov. 22, 1913	Authorized.
Michael Kleist	Game Warden	Deputy Game Warden (per day)	3 00	Deputy Game Warden day3 50	day3 50	Dec. 13, 1913	Authorized.

# STATISTICS OF EXAMINATION. Competitive Examinations, July, 1912-July, 1914.

	Kind of Examination.	Number exeminations given.	Number applied.	Number examined.	Number passed.	Number falled.	Number rejected.
1. 2.3. 4.5. 6.7. 8.9. 10.	Arcountant:  (a) Junior (b) Scolor (c) Junior and senior Actuary, third assistant Agent, special Assessor of incomes Attendant Boil maid Blucksmith Bookkeeper (Univ. Extension) Cadets (West Point and Annapolis) Carpenter Chemist (bacteriological)	4	44   76   67   87   98   403   44   3   30   86   51   5	91 29 62 5 27 93 400 41 2 24 79 89	39 12 31 3 15 11 321 14 2 2 3 29	51 17 29 2 11 81 59 27 0 21 56 13 8	1 0 2 0 1 1 20 0 0 0
13. 14. 15. 16. 17.	Clerk.  (a) Assistant library (b) General (c) Copyist—pea (d) Sub-clerk (e) Digest and index (f) Pfling and index (g) Rate (Railroad Com.) (h) Statistical Cook (Geological Survey) Dictitian Draftsman, architectural Electrician Editor, Assistant, Press Bulletin	1 8 3 1	11 310 86 23 24 92 27 144 19 1	11 288 86 28 19 87 26 116 17 1 1 16 4	226 55 8 0 22 6 48 14 1	7 57 31 16 19 65 20 68 2 0	0 0 0 0 0 0 0
16.	Engineer.  (a) Engineer and fireman-night.  (b) Assistant (steam)  (c) Assistant to chief (university)  (d) Head (steam)  (e) Of construction	1 2 1 3 1	17 46 8 65 17	14 28 6 63 14	6 23 8 23 3	8 15 2 29 11	0 0 1 1 0
70. 21.	Examiner:  (a) Casualty and insurance cos  (b) Health and accident las. cos.  (c) Insurance  Family officer and matron  Fireman	1	4 1 15 12 84	1 13 12 64	3 7 10 49	1 0 6 0 13	0 0 0 2 2
22. 23. 24. 25. 26.	Foreman:  (a) Farm  (b) Repairs  (c) Tailor  Forestry assistant  Gardener (Capitol park)  Guard  Guide (capitol)	1 1 2 4	40 8 7 7 7 17 65	34 6 8 7 16 49 23	21 2 6 5 5 32	0 0 7 13	0 2 0 2 4 4
27.	Inspector:  (a) Asst., civil engineering (b) Asst., electrical engineering (c) Asst., mechanical engineering (d) Boiler (e) Building	2 2 1 1	20 12 5 20 12	18 10 4 26 12	17 10 2 5 5	2	0 0 0
	(f) Cheese factory, dairy and food.  (g) Creamery, dairy and food  (h) Domestic science  (i) Fire provention  (j) Graded school	1 1 1	33 30 1 5 13	31 23 1 4 10	7 7 1 4 8	24 0 0 7	0 0 0 0

# 34 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

#### STATISTICS OF EXAMINATION-Continued.

=	<del></del>			F. 2.5	·		
	Kind of Examination.	Number exeminations given.	Number applied.	Number examined.	Number passed.	Number failed,	Number rejected.
24. 29. 30, 31. 32,	(k) Grades-Woman (l) High school (m) Hotel (n) Medical (o) Oil (p) Plumbing (q) Plumbing (Oshkosh) (r) Plumbing (Sheboygan) (s) Public utility accounts (t) Rural schools (t) Rural schools (u) Schools for the deaf Interpreter Male Investigator, Case Janitor (Lathrop Hall) Janitor and capitol isborer, Laundryman, head Legislative positions	111111111111111111111111111111111111111	70 8 108 25 89 21 7 13 8 14 9 25 23 23 23 23	67 5 100 21 70 18 3 2 9 1 1 8 93 22 214 12	1 4 7 13	33 2 47 6 36 7 0 4 16 10 97 2	00000000000000000000000000000000000000
34, 85, 36, 37, 38, 39,	(a) Bookkeeper and journal clerk (b) Clerk, Index (c) Custodian (d) Laborer, night (e) Messenger (f) Messenger, post-office (g) Police and night watch. (h) Postmaster (i) Proof render (j) Sergeant at arms, assistant, Machielst Mason Matron (general and cottage). Operator, multigraph Operator, multigraph Operator, multigraph and telephone Physician (a) Physician, asst supt, (Wales	1 1 1 1 1 2 2 5 5 1 1 1	30 12 27 37 30 75 35 48 12 50 60 60 60 60 60 60 60 60 60 60 60 60 60	27 10 24 31 63 50 70 24 28 44 12 58 4 1 18	11 4 10 27 42 39 49 12 13 20 33 12 29 4	36 6 14 4 20 10 21 12 11 8 11 9 0 13	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
40. 41, 42, 43, 41, 45	Sanitarium) (b) Physician, junior assistant Plumber Nurse, practical Nurse, trained Painter Poultry expert Prober Salesman	90 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	18 7 30 13 25 63 17	17 7 27 13 93 35 17 88	13 6 20 13 19 27 10	4 1 5 0 4 5 6	0 0 2 0 0 3 1
47 48.	(a) University (b) State's prison products. Sealer, city Secretary, nest (Live Stock Breed-		.3 68 51	8 67 47	47 23	1 20 24	0
49, 59, 51, 52, 53,	Statistician, junior and senior Steam fitter Stenographer Superintendent (Free Emp Bureau) Superintendent (male, Free Emp.	1 2 3 5	17 17 32 813 39	13 17 28 688 19	5 10 23 370 6	8 7 5 317 14	n n T 0
53.	Bureau) Sunt , asst (female, Free Emp.	I	41	40	11	20	0
51	Hureau	1	15	- 14	8	11	0
55.	of Control)	1	26	25	8	37	0
	(a) Domestic science (b) Grade (c) Industrial (d) Kindergarten	9 9 3	7 10 12 32	7 10 12 82	7 10 12 26	0 0	0

## STATISTICS OF EXAMINATION—Concluded.

Kind of Examination.	Number examinations given.	Number applied.	Number examined.	Number passed.	Number failed.	Number rejected.
(e) Manual training	2 4 2	13 23 31 5 56	12 20 28 5 47	8   4   21   5   34	4 16 5 0	0 0 2 0
57. Tinner	1 5	1 132 194	1 1·9 161	1 67	0 61	0
<ul> <li>59. Warden, game</li> <li>6). Warden, game—promotional</li> <li>61. Weigher</li> <li>62. Woman, deputy (Indus. Com.)</li> </ul>	3	192 47 18	192 46 17	50 105 35 5	107 87 9 12	0 2 0
Total	264	5,593	5,024	2,832	2,115	77

EXPENDITURES OF THE WISCONSIN CIVIL SERVICE COMMISSION FOR THE BIENNIAL PERIOD 1912-1914.

	1912-1	3.	1913-14	•		
Salaries: T. J. Cunningham	\$1,000 957		\$800 ( 800 (			_
Percy Ap Roberts			770 (	00		
C. H. Buell			24 (			
John A. Hazelwood			2,250 ( 500 (			
F. E. Doty			1,920 (		1	
lsa A. Sawyer			563			
ie Crane	• • • • • • • •		725 (		,	
garet Foran	715		820 (			
Kueltz	480		672 5			•
Crickson	<b>331</b> 9 <b>6</b> 5		570 ( 625 (			• • • •
Hill	790	-	22 4			
Ounn	-	40	103 6	-	!	• • • •
urke		54		•••		• • • • •
ffice help	610	<b>6</b> 5	418 5	57	ļ <b>-</b>	• • • • •
	\$11,189	82	\$11,574	35	\$22 .	764 4
ing expenses	1,717	94	2,146 9	)2	8.	964 86
ing	500	44	515 8	30	1.	015 74
ers	1,425		2,178		3	598 94 207 87
	106		101 7		1	32 57
		77 *	90 8 851 8	-	l	851 37
lephone			190 5		1	190 22
d office supplies	••••••	• • • • •			]	333 8
t office			1,096 8		1	8 800,
upplies	• • • • • • • • • • • • • • • • • • • •	• • • • •	26 4	12	İ	26 C
al appropriation	\$14,951 313		\$19,031 8		<b>\$33</b>	983 15 313 54
	\$15,264				\$34	296 60
• • •		===:		==		
al Appropriation: alance from preceding year	\$58	54	 			
al ammandation	955	00		• • • •		
appropriation	200			<b>X</b> )		
arter	•••••		\$100 (			
appropriation	• • • • • • • • •	• • • • •	65 (	<b>X</b>		
rterForan	• • • • • • • • •	••••	65 ( 105 (	)() )()	•••••	
eroran		••••	65 ( 105 ( 8 5	)0 )0 54		
oran		• • • • •	65 ( 105 ( 8 5 35 (	00 54 00		
oranz		• • • • •	65 ( 105 ( 8 5	00 54 00		
rter Foran eltz l ickson penses—Detailed statement:	\$313	54	\$313 £	00 54 00 54 00 54		
Foran ltz ckson  penses—Detailed statement: ningham	\$313 \$549	54 82	\$313 5 \$825 (	00 54 00 54 00		
nses—Detailed statement:	\$313 \$549 235	54 82	\$313 8 \$313 8 \$325 ( 209 8	00 54 00 54 00 54 87		
roran tz  kson  enses—Detailed statement: ingham on Roberts Buell	\$313 \$549 235 206	54 82 34	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5	00 54 00 54 00 54 06 87 84		
rter Foran ltz ckson  censes—Detailed statement: ningham ron Roberts Buell Hazelwood	\$313 \$549 235 205	82 34 94	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5	00 00 54 00 54 06 37 34		
rter Foran tz  enses—Detailed statement: ningham on Roberts Buell azelwood	\$313 \$549 235 206	82 34 94	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5	00 00 54 00 54 54 37 34 16 20		
arter Foran eltz  l lckson  penses—Detailed statement: nningham ron Roberts I. Buell Hazelwood ty Knight	\$313 \$313 205 206 502 202	82 34 94	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	00 54 00 54 00 54 06 87 34 		
er oran  son  ses—Detailed statement: ngham oberts Buell zelwood	\$313 \$549 235 205 502 202	82 34 94 23 55	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	00 54 00 54 06 37 34 16 20 28 30		
son  nses—Detailed statement: ngham noberts Buell zelwood night	\$313 \$313 \$549 235 206 502 202	82 34 94 23 55	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	00 54 00 54 06 37 34 16 20 28 30		
er oran  son  nses—Detailed statement: ngham n oberts Buell zelwood night	\$313 \$313 \$549 235 206 502 202	82 34 94 23 55	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	00 54 00 54 06 37 34 16 20 28 30		
er oran  sson  nses—Detailed statement: ngham n oberts Buell zelwood	\$313 \$313 \$549 235 206 502 202	54 82 34 94 23 55 48	\$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 \$313 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	00 00 54 00 54 06 87 84 86 86 86		,864 96

# 3 OF THE WISCONSIN CIVIL SERVICE COMMISSION FOR THE BIENNIAL PERIOD 1912-1914—Continued.

	1912-13.	1913-14.	
p—Detailed statement of com-		!	
	<b>\$</b> 1 <b>8</b> 8		
	22 50	•••••	!
mpbell	15 00		
еу	8 38		
rk	4 50		
g	5 00 4 25		
iner	37 50		
	25 00		
	3 00		
	10 00	!	
hum	2 50	1	
llrn	<b>2</b> 5 65 30 00		
an	3 00		
dell	9 92		
	3 75	***********	
у	2 50	i	
erson	3 00	• • • • • • • • • • • • • • • • • • • •	
ls	1 25	1	Ī
er	2 50 89 07		
	295 00	1	
	2 50		1
ssler	3 00		
-	<b>\$</b> 610 <b>6</b> 5	•••••	\$610 6
	• • • • • • • • • • • • • • • • • • • •	\$20 77	
y nan		I.	•••••
1411	<b></b>	T	
		1	
}			
r		_	
ve		1	• • • • • • • • • • • • •
n Ian			
man			
n			
			• • • • • • • • • • • • • • • • • • • •
in			
manth			
worth			
· · · · · · · · · · · · · · · · · · ·			• • • • • • • • • • • • • • • • • • • •
· · · · · · · · · · · · · · · · · · ·		75 00	
, -		\$461 90	461 90
j-		4101 00	
		i	\$1,029 3

# 38 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

#### LOCAL EXAMINERS, DETAILED STATEMENT OF COMPENSATION

	131 1 3 - 1 - 17	
Name.	City.	Amount
Adams, G. W	Medford	\$20 m
Alton, George B	Minneapolis, Mirn.	25 <b>00</b>
Arbuthnet, John	Madison	57 (0
Atkinson, L. D	Madison	8 03
Babeock, Jehn	Madison	4 (b) 3 (b)
Bulley, M S.	Chirpews Falls	6.10
Ball, A W.	Apollonia	3 23
Barnes, V. G	Madison	9.63
Barry, A. J	Montello	10 <b>0</b> 0 12 36
Bauer, Oscar Beck, George	Platteville	9 (1)
Beckwith, A C	Fikhorn	2] (0
Benron, Guy A	Racine	19 (0
Berolerdt, H. O.	Sturgeon Bay	19 6.1 2 00
Blandin, A. A Borgman, John M	Kewaunce	9 00
Bowell, H J.	Merrill	6 (m
Bowman, G. L.	Menomonie	4 00 25 00
Boyles, C. M.	Wanders	2 50
Brackenwagen, Myrtle	Madison Milwaukee	6.80
Brewer, C J.	Chippews Falls	15 OF
Briggs, Russell	Madison	3 00 15 00
Brunstad, Albert	Chippewa Pulis	51 00
Bucklin, F W.	West Bend	3 00
Buckmaster, A. E	Kenosha	15 00 40 00
Burke, Timothy	Green Bay	12 00
Butler, Robert H.	La Crosse	12 00
Byse, G M	Menasha ,	3 (7)
Curleon, Paul A	Jefferson	3 00 5 00
Casey, Miss N E	Milwaukee	19 00
Castleman, J. C. Chadbourne, F. W.	Fond du Luc	43 00
Christensen, B V.	Friendship	7 07
Clark, William W	Elleworth	2 40
Clifford, Eugene A.	Juneau	17 60
Clough, W. G	Hudson	19 00
Crothers, George E	Nellaville	11 01
Cohnor, M. J.	Hurley	19 00
Cunningnam, H. J	Janeaville	64 (0)
Curtis, H. C. Dafoe, G. E.	Wantoma	19 00
Darling, Wm. T.	Milwaukee	18 00 17 00
Dell, F 13	Black River Falls	83 0O
Diehl, J. D	Madison	24 25
Donnelly, John P.	Milwaukee	9 00
Donnelly, Patrick	Milwaukee	25 00 12 50
Douglas, E. M.	Madleon	1.00
Punlap, Elsie Earl, J. S.	Green Bay	. 00
Easterbrook, Mabel	Prairie du Chien	5 CFT
Fifers, J. C.	Shehoygan	3 (16)
Fyans, Alice	Madison	6.00
Fvenson, C. H	Oshkosh	6 00
Fineh, Henry J	Stevens Point	9 .10
Foote, F M	Menomonie	1 (10)
Property Inc. O	La Crosse	200 (00)
Froseth, Inga O Ganz, J. A	Alma	7 (0)
Gifford, George P	Madison	g (W
Gillett, A. D. S	Superior	40 dg
Graves, P. H	Viroqua	16 00
Griggs, R B.	Baraboo	-

## AMINERS, DETAILED STATEMENT OF COMPENSATION—Continued.

Name.	City.	Amount	
	Madison	<b>\$9</b>	
***************************************	Elroy	3	
•••••	Portage	18	
M	Madison	3	
'e	34	3	
4	Madison	ï	
b	Madison	25	
		22	
A	7 . 49	8	
	36	15	
	*** * 1	ir	
		19	
	5.4 '14	3	
		3	
		12	
8 A		1 2	
niel	Madison	20	
	Milwaukee	3	
G	Barron	3	
	Madison	3	
• • • • • • • • • • • • • • • • • • • •	New York City	6	
	Ellsworth	21	
	Grand Rapids	3	
	Kewaunee	8	
	Lancaster	3	
	Whitehall	12	
ck!	Marinette	1	
•	Rhinelander	8	
	Dodgeville	30	
	Ashland	l — —	
	Crandon	5 15	
	Portage	12	
,	Madison	27	
G	Baraboo	35	
D	74 64 14 6 7 14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	13	
	TITLE OF COMMENT	13	
J	Milwaukee	6	
H		39	
L	Marinette	I	
	Madison	' "	
	Madison	:	
A	Sheboygan	• •	
,	Hayward	9	
	Hudson	38	
	Mt. Horeb	38 6	
	Shell Lake	9 <u>9</u>	
	Shawano	6	
	Black River Falls	3	
rie	Chilton	29·	
niel	Darlington		
V	Madison	7.1	
,	West Bend	· 13	
· · · · · · · · · · · · · · · · · · ·	Eau Claire		
e	Antigo		
	Mauston	•	
rd	Spring Green		
llian	Grand Rapids	3	
	Ladysmith	5	
	Madison	3	
	Waukesha	9	
	Antigo	6	
	Green Bay	12	
V	Madison	18	
l	N. Crandon	• •	
	Madison	32	
· · · · · · · · · · · · · · · · · · ·		30	
• • • • • • • • • • • • • • • • • • • •	Wausau		
	Merrill	3	
	ATE CAT 1 17 17 11 1	• • • • • • • • • • • • • • • • • • • •	
	St. Croix Falls	9	

LOCAL EXAMINERS, DETAILED STATEMENT OF COMPENSATION-Continued.

Name.	City.	Amount	
orris, John	Madison	<b>\$6</b> 5	
orrissey, G. M.		6 0	
oyle, T. R		20 0	
irphy, Julia		20 0	
ish, F. R		21 0	
e, Thomas	Richland Center	15 0	
ehaus, H. J orden, H. A	Sturgeon Bay	3 U 6 O	
Neil, A. B.	Oshkosh	51 O	
r, W. C.	Rhinelander	12 (	
to, C. W	Marshfield	6 0	
inter, Ira C		3 0	
ilmer, T. S.		<b>5</b> 5 0	
ulus, Todd E	St. Paul, Minn.	9 0	
erry, C. Merce, C. M. erce, Dudley H	Oshkosh	48 0 3 0	
erce, Humphrey	Appleton	21 0	
olscher, A. L.		3 0	
att. F. H.		60	
msdell, B. E		9 0	
ıy, S. B	Waukesha	32 0	
ead, J. B	Madison	10 7	
ed, James C	Whitewater	3 0	
ed, W. V	Rhinelander	16 0	
gan, Catherine	36 - 31	10 0	
gan, Katherine P	Madison	16 0 43 0	
ce, Z. S.		25 0	
chardson, M. P.		15 3	
x, W. P		3 0	
obbina, B. H		3 0	
Decker, _W. F	Durand	3 0	
ose, A. D		3 0	
othsack, Jr., Wm	Manitowoc	21 0	
oyce, A. M	Milwaukee	3 () 25 ()	
hedler, Fred		21 (	
hmit, Louis		1 0	
hmit, Margaret	Port Washington	3 0	
hnelder, Rae	Superior	3 (	
hultz, Esther M			
hultz, John L			
hulz, W. H	Grand Rapids	$\frac{36}{12}$ 0	
lisbury, Decima J.	Appleton		
nderson, Thomas	Columbus	4 (	
ars, Louis C	Milwaukee	6 (	
erron, J. L	Monroe	9 (	
ields, J. H	Shell Lake		
oemaker, A. H.	Eau Claire		
ack, Rayack, Ray	Madison	4 ! 21 (	
ocum, Percy W.	Madison	3 (	
ukup, Rudolph	Sturgeon Bay	21	
ence, Harry	La Crosse	34	
indler, F. N	Stevens Point	49	
ohn, George E	Madison	9	
angel, C. G.	Manitowoc	12	
unley, M. R	Shawano	6 (	
ephenson, E. B	Milwaukee	3 (	
nchfield, C. A	Portage	24 6	
kes, Josia M.	Mauston	3	
ugher, F. J.	Manitowoc	25	
yior, Liliian E	Madison	3	
ter, George	Madison	18	
ayer, V. T	Ashland	3	
omson, A. A	Richland Center	12	

L EXAMINERS, DETAILED STATEMENT OF COMPENSATION -- Concluded.

Name.	City.	Amou	nt.
S. B		\$24	000
Oscar		1	3 (X
, Julia <b>F</b>		, -	00
Charles W			00
0. 0			3 00
Florence			00
, C. <b>F</b>			06
ohn G.	Elkhorn		00
rth-Gilbert Sten. Office		,	2.5
George	Madison		36
E. W			00
R. A	Madison		
A. M.			00
Frank	Florence	***	00
rof. H. A	Madison		81
			00
'. M. (Dr.)			67
			(00)
n, A. D.	Superior Madison		(XI)
. Miss M			25 00
A. J			00
J. A		_	(00)
, D. O			00
, J. A			30
J. T	Ashland	-	()()
Lela M.	Madison		00
Frank		_	00
E. E	Madison		(00)
D	Antigo	**	00
rof. John	Necedah	**	00
rth, W. W.			()n
W. H			(X)
na A		_	00
back to preceding blennial perio	.a	<b>\$3,601</b>	91
ft drawn in favor of G. M. Mo	rrissey. Chilton, for services Nov. 11, 12, 1913.	2	00
,			
		\$3,598	94

# THE CIVIL SERVICE RULES

In accordance with the provisions of chapter 363, of the laws of 1905, the following rules have been prepared for the regulation of the classified civil service of the state of Wisconsin:

NOTE: Inasmuch as the law is very comprehensive and detailed in its provisions, it has been found necessary for the guidance of the reader to reprint many of its more specific provisions in connection with the rules under the heading to which they refer. The rules prepared by the commission are numbered. The provisions of the law are designated by letters of the alphabet.

### CLASSIFICATION.

### RULE I.

- a. The civil service shall be divided into the unclassified service and the classified service. (From section 8.)
- b. The unclassified service shall comprise: All officers elected by the people. All officers and employes appointed by the governor whether subject to confirmation or not. All officers and employes in any department for the creation of which a vote of two-thirds of all the members elected to each house is required. All presidents, deans, principals, professors, instructors, scientific staff and other teachers in the university, normal or public schools, the library staff in any library maintained wholly or in part at state expense, the superintendent, warden or other head of the state reformatory, charitable and penal institutions. All persons appointed by name in any statute. All legislative officers. (From section 8.)
- e. The classified service shall comprise all positions not included in the unclassified service. (From section 8.)
- d. The offices, positions and employments in the classified service of the state shall be arranged by the civil service commission in five classes to be designated as the exempt class, the competitive class, the non-competitive class, the labor class and legislative employes. (From section 12.)

## CLASSIFIED SERVICE.

### RULE II.

# Exempt Class.

a. Appointments in the exempt class may be made without examination. (From section 14.)

b. The following positions shall be included in the exempt class:

One deputy or assistant of each principal executive officer and the chief clerk or secretary of any board or commission.

One stenographer for each appointing officer, board or commission. The clerks and other assistants and employes of the supreme court. (From section 14.)

- 1. The commission may classify as exempt any position in the competitive or noncompetitive classes for reasons stated in section 14 of the law. A public hearing shall be granted for placing any such position in the exempt class upon the formal request of the proper appointing officer.
- 2. Notice of such hearings shall be published at least ten days in advance in one issue of at least one daily newspaper in each of the four largest cities in the state and posted on the bulletin board in the office of the commission for the same period prior to a public hearing.
- c. At any such hearing any taxpayer of this state shall have the right to be heard, either in person or by counsel, either in opposition to or in favor of the proposed exemption. (From section 14.)
- 3. In accordance with the provisions of section 14, the following positions are placed in the exempt class:
- a. In the office of the State Tax Commission:
- 1. All persons appointed to act as special assessors and special members of boards of review under chapter 259, laws of 1905, and all persons appointed to act as assistants or special assistants for the review and redetermination of the property in a county on appeal from the action of the county board under chapter 474, laws of 1905. This rule does not apply to special agents. (Readopted and amended April 17, 1907.)

# b. In the State University:

1. The registrar of the university, one position.

(Classified March 23, 1906.)

# 44 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.

2. Bona fide students employed in the university for a temporary, occasional or intermittent service at a compensation of not to exceed \$25.00 during any month while the university is in session or of \$50.00 during vacation time.

(Classified Sept. 12, 1906.)

### e. In State Normal Schools:

1. Bona fide students employed in the state normal schools for occasional, temporary or intermittent service at a compensation of not to exceed \$25.00 for any one month during the school year or of \$50.00 for any one month during vacation periods.

(Classified Sept. 12, 1906).

- d. In the office of the State Superintendent of Public Instruction:
- 1. All members of the board of examiners for state teachers' certificates, three positions.

(Classified March 23, 1906).

- e. In the employment of the State Civil Service Commission:
- 1. The position of local examiner for the civil service commission, where the compensation does not exceed \$50 per annum. (Classified August 10, 1907.)
- f. In the State Geological and Natural History Survey:
  - 1. All members of the scientific staff.

(Classified March 23, 1906.)

- g. In the State Penal and Charitable Institutions:
  - 1. The chaplain.

(Classified March 23, 1906.)

h. In the department of the State Dairy and Food Commission:

1. Special counsel as provided for in section 1410-a, statutes of 1898, as amended by chapter 193, laws of 1905, and expert agents for the inspection of cheese factories and creameries, when no cost for compensation or traveling expenses shall thereby be incurred by the dairy and food commissioner.

(Classified March 23, 1906.)

- i. In the office of the Commissioner of Insurance:
- 1. All positions as insurance examiner for occasional temporary service, where the compensation is in fees paid by insurance companies, until September 16, 1914.

(Classified September 28, 1912. Approved October 15, 1912.)

# j. In Stout Institute:

1. Bona fide students employed in Stout Institute for occasional, temporary or intermittent service at a compensation of not to exceed \$25.00 for any one month during the school year, or of \$50.00 for any one month during vacation periods.

(Classified September 9, 1913. Approved November 5, 1913.)

### RULE III.

# Competitive Class.

- a. The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examinations, and shall include all positions and employments now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the noncompetitive class, or the labor class. (From section 15.)
- 1. All positions in the competitive class shall be arranged in accordance with the following clasification:

GROUPS BASED UPON THE CHARACTER OF THE SERVICE RENDERED.

- Group A. Clerks, which term shall include all positions, the duties of which are of a clerical character, and which are not otherwise specifically provided for herein.
  - Subdivision 1. Secretaries, chief clerks.
    - 2. Clerks, recorders, registers, copyists.
    - 3. Clerks with special educational requirements.
    - 4. Bookkeepers, accountants.
    - 5. Stenographers and typewriters.
    - 6. Pages, office boys and girls.
- Group B. Cashiers, which term shall include all positions, the duties of which are the actual receipt, custody or disbursement of money or the enforcement of the accountability for the same.

- 46 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.
- Group C. Custodians and messengers, which term shall include all positions the duties of which are the charge of property or persons, or as attendants.
  - Subdivision 1. Stewards who are not disbursing agents, superintendents of buildings.
    - 2. Matrons.
    - 3. Storekeepers.
    - 4. Prison and reformatory keepers and guards.
      - 5. Officers, attendants, nurses, etc., having care of inmates of institutions and hospitals.
      - 6. Protectors of forest fisheries and game.
      - 7. Messengers, attendants and watchmen.
      - 8. Janitors.
- Group D. Engineers, which term shall include all positions where qualifications of an engineering or cognate character are required.
  - Subdivision 1. Civil engineers.
    - 2. Levelers, surveyors, rodmen.
    - 3. Chainmen.
    - 4. Architects.
    - 5. Architectural draftsmen.
    - 6. Engineering draftsmen.
    - 7. Chief engineers.
    - 8. Electrical engineers, dynamo tenders, electricians.
    - 9. Steam engineers, firemen, engine drivers.
- Group E. Inspectors, which term shall include all positions the duties of which are the inspection of materials or workmanship or the supervision of laborers.
  - Subdivision 1. Superintendents of construction or repairs when not civil engineers or architects.
    - 2. Inspectors of masonry, ironwork and other materials and workmanship.
    - 3. Electrical inspectors.
    - 4. Overseers, foremen.

- Group F. Special agents, which term shall include all positions requiring investigative and detective ability.
  - Subdivision 1. Examiners for the insurance department.
    - 2. Examiners and special agents for state officers, boards and commissions.
    - 3. Deputy factory inspectors.
    - 4. Inspectors of foods.
    - 5. Inspectors in the educational department.
    - 6. Agents for state institutions.
    - 7. Oil inspectors.
- Group G. Law positions, which term shall include all positions requiring some legal knowledge.
  - Subdivision 1. Attorneys, law clerks, brief clerks, statutory revision clerks, clerks in other offices whose duties require some legal knowledge.
    - 2. Corporation examiners and clerks.
- Group H. Medical positions, which term shall include all positions requiring medical or pharmaceutic knowledge.
  - Subdivision 1. Physicians and surgeons.
    - 2. Medical examiners.
    - 3. Medical internes.
    - 4. Health officers.
    - 5. Sanitary experts and inspectors.
    - 6. Pharmacists, apothecaries.
    - 7. Veterinarians.
- Group I. Mathematics, which term shall include all positions requiring special mathematical qualifications.
  - Subdivision 1. Actuaries, statisticians, computers.
    - 2. Expert accountants.
- Group J. Scientists, which term shall include all positions requiring special scientific knowledge.

- 48 REPORT OF THE WISCONSIN CIVIL SERVICE COMMISSION.
- Group K. Agriculturists, which term shall include all positions requiring agricultural or horticultural knowledge, including arboriculture and the breeding and care of domestic animals.
  - Subdivision 1. Agriculturists, farmers.
    - 2. Horticulturists, gardeners, arboriculturists.
- Group L. Instructors, which term shall include all positions, the duties of which are scholastic instruction or to educate or test the ability to instruct.
  - Subdivision 1. Principals of schools.
    - 2. Teachers in all branches, other than such as are otherwise specially provided for in this classification.
    - 3. Examiners of educational and scholastic qualifications.
- Group M. Mechanics and craftsmen, which term shall include all positions requiring special mechanical skill. or as tradesmen, not classed as laborers.
- Group N. Miscellaneous positions, which term shall include all positions requiring expert or other qualifications not embraced in the exempt or noncompetitive classes, or in other groups in this class.

Group O. Unskilled laborers.

CLASSIFICATION IN PENAL AND CHARITABLE INSTITUTIONS.

2. Classification of service in the state reformatory, charitable and penal institutions.

## Competitive.

Chief clerk.

Fireman.

Record clerk.

Guards.

Institutional physician.

Teachers, except teachers in

Trained nurse.

schools for blind and deaf.

•

Bookkeeper. Storekeeper.

Matron. Family matron.

State agents.

Druggist.

Superintendent of construction. Foreman or overseer of shop.

Supervisor of attendants.

Attendants after Jan. 1, 1916.

Engineer.

Assistant engineer.

Head baker. Head farmer. Head gardener.

Head laundryman.

Bricklayer, plasterer and mason.

Carpenter.

Painter.

Plumber.

Steam fitter.

Shoemaker.

Tailor.

Tinner.

## Noncompetitive.

Barber.

Butcher.

Cooks.

Dentist for occasional service.

Assistant superintendent.

Deputy warden.

Attendants prior to Jan. 1, 1912 Physicians not residing in in-

stitutions.

Steward.

Assistant steward.

Supervisor of boys and girls.

Teachers in the schools for the

blind and deaf.

Upholsterer.

## Exempt.

Agents and inspectors in work Physicians at state prison, reof inspection and investigation.

and formatory industrial home for women.

Chaplain.

#### Labor.

Assistant launderers.

Barnman. Carman.

Cowman.

Dairyman. Lawnman.

Porter.

Teamster.

Watchman.

Farm hands.

Garden hands.

General laborers.

Servant.

Seamstress.

Kitchen girl.

Laundress.

- 3. The omission in the above classification of any official designation or appellation of a position in the service shall not exclude such position from the classification, as it will be comprised in the group and subdivision to which it belongs by the general definition and specifications of such group and subdivision.
- 4. The commission may further subdivide for the purpose of examination and promotion the positions in any group or subdivision thereof.
- 5. The classification of all positions shall be governed solely by the respective duties and functions of such positions, and in requesting from the commission certifications from eligible lists for selection for appointment, the heads of offices shall give in detail the duties attached to such positions, and shall name so near as may be the groups and subdivisions that comprise respectively such duties and functions.

### RULE IV.

## Noncompetitive Class.

- a. The noncompetitive class shall include such positions as are not in the exempt class or in the labor class, and which it is impracticable to include in the competitive class. (From section 20.)
- b. Appointments to positions in the noncompetitive class shall be made after such noncompetitive examination as is prescribed by the rules of the commission. The commission shall state in its annual report the number of persons who come within this class, and the character of their services. (From section 20.)
- 1. Noncompetitive examinations for positions in the noncompetitive class shall be given to persons formally nominated for examination to the commission by the proper appointing officer.
- 2. Applicants for noncompetitive examinations shall fill out and make oath to the proper application paper, and may file such papers at any time before undergoing an examination.
- 3. The noncompetitive examination shall conform as nearly as practicable in subject matter and marking to the competitive examination of the same grade.
- Section 4. In accordance with the provisions of section 20, the following positions are placed in the noncompetitive class:

  a. In the office of the Railroad Commission:
- 1. All consulting railway expert statisticians rendering occasional service to the commission.

(Classified May 24, 1906.)

2. The position of special agent, one position.

(Classified Sept. 18, 1907.)

- b. In the Department of the State Treasury Agent:
- 1. All deputy treasury agents whose compensation, as shown by the record of the previous year, is less than \$300.

(Classified May 24, 1906.)

- c. In the State University:
- 1. The position of stenographer, one position, in the department of economics.

(Classified Feb. 20, 1907.)

2. The position of farmers' institute conductor and assistant in farmers' institutes, (all positions), as provided for in section 1494-b, revised statutes, 1898.

(Classified October 22, 1906.)

3. The position of matron of Chadbourne Hall.

(Classified June 16, 1908.)

4. One position as bookkeeper and instructor in accounting in the university extension.

. (Classified September 14, 1909.)

- 5. The position of night watch at Chadbourne Hall. (Classified Feb. 25, 1911. Approved Feb. 25, 1911.)
- 6. The position of cook in the dormitories.
  (Classified November 9, 1912. Approved December 10, 1912.)
- d. In the Departments of the State Tax Commission and State Railroad Commission:
- 1. Persons employed jointly by the state tax commission and state railroad commission in determining the physical valuation of the steam railroads and the street railway and public utility properties of the state of Wisconsin, and in technical matters related thereto, as follows:

One assistant engineer.

In each major division of the staff engaged in the joint tech-

nical work, according to the organization approved by the two state commissions served by said engineering staff:

One chief of division.

One or more field inspectors.

One or more assistant field inspectors.

(Classified October 27, 1910.)

2. Until September, 1915, two positions in the office of the tax commission known as working fellowships in taxation.

Two positions in the office of the railroad commission which shall be known as working fellowships in transportation and public utilities.

Two positions in the department of insurance known as working fellowships in insurance.

One position in the office of the industrial commission known as working fellowship in industrial investigation.

All of said positions to be for half-time service where the compensation shall not exceed the sum of \$600 per year of twelve months; appointments to be made by the respective commissions from lists of persons certified by this commission as qualified to do post graduate work in higher educational institutions in subjects allied in character to the work assigned by the respective commissions; said lists of candidates to be classified by this commission solely with reference to merit and fitness.

(Classified February 28, 1914. Approved April 27, 1914.)

3. One position as investigator and collector of inheritance taxes in Cook County, Illinois, by a Wisconsin attorney.

(Classified March 21, 1914. Approved April 27, 1914.)

- e. In the Department of the Superintendent of Public Property:
- 1. One position as coachman and caretaker at the executive residence.

(Classified November 20, 1908.)

- f. In the Office of the Capitol Building Commission:
  - 1. One position as assistant to the secretary.

(Classified Sept. 24, 1910.)

- g. In the Department of the Industrial Commission:
- 1. One position as deputy in charge of the state free employment bureaus, until August 19, 1913.

- h. In the Department of the Legislature:
- 1. One position as clerk until May, 1915, in the employment of the legislative committee on investigation of courts, provided for in section 560, laws of 1913.

(Classified November 8, 1913. Approved April 27, 1914.)

2. One position as engineering expert in the employment of the committee on Portage levee created by chapter 8, laws of 1912.

(Classified March 21, 1914. Approved April 27, 1914.)

- i. In Penal and Charitable Institutions:
  - 1. Until January, 1916, the position of attendant. (Classified December 13, 1913. Approved April 27, 1914.)
- j. In the Office of the State Treasurer:
  - 1. The position of night watch. (Classified Jan. 19, 1911. Approved Jan. 27, 1911.)
- k. In the State Normal Schools.
- 1. The position of cook in the dormitories.

  (Classified November 9, 1912. Approved December 10, 1912.)
  - 2. One position as business agent for the normal schools. (Classified February 28, 1914. Approved April 27, 1914.)

### RULE V.

## Applicants.

- a. The competitive examinations shall be free and open to all applicants who are citizens of the United States and of the state of Wisconsin and who shall have fulfilled the preliminary requirements stated in section 11 of this act, and shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)
- b. The commission may require in connection with such application such certificates of citizens, physicians or others having knowledge of the applicant as the good of the service may require. (From section 11.)
- c. The commission may refuse to examine the applicant, or after examination to certify an eligible, who is found to lack any of the preliminary requirements established by the commission for the examination for the position or employment for which he applies, or who is physically so disabled as to be rendered unfit for the performance of the

duties of the position to which he seeks appointment, or who is addicted to the habitual use of intoxicating liquors to excess, or has been guilty of any crime or of infamous or notoriously disgraceful conduct, or who has been dismissed from the public service for delinquency or misconduct, or who has made a false statement of any material fact, or practiced, or attempted to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility, or appointment, or refuses to furnish testimony as required in section 7 of this act. (From section 11.)

e. Whenever the said commission refuses to examine an applicant, or after an examination to certify an eligible, as provided in this section, then said commission, if requested by the person so rejected, shall give to him a full and explicit statement of the exact cause of such refusal to examine or to certify, as the case may be. (From section 11.)

## RULE VI.

## Applications.

- a. The civil service commission shall require persons applying for admission to any examination provided for under this act, or under the rules and regulations of the said commission, to file in its office, a reasonable time prior to the proposed examination, a formal application, in which the applicant shall state under oath or affirmation:
  - 1. His full name, residence and post-office address.
  - 2. His nationality, age, and place and date of his birth.
  - 3. His health and physical capacity for public service.
- 4. His business and employments and residences for at least the five previous years.
- 5. Such other information as may be reasonably required touching the applicant's merit and fitness for the public service. (From section 11.)
- b. Blank forms for such applications shall be furnished by the commission without charge to all persons requesting the same. (From section 11.)
- 1. Whenever an application is rejected or whenever an applicant fails to pass an examination, notice of such rejection or failure to pass examination shall be mailed to the applicant.

#### RULE VII.

#### Examiners.

- a. The commissioners may designate persons in or out of the official service of the state or of any city or county who shall, if in the service, with the consent of the head of the department or office in which such person serves, act as local examiner. (From section 4.)
- b. Such persons in the official service in the performance of such duties as the commission shall direct, shall be under the direct and sole control of the commission, and their duties shall be considered part of the duties of the office in which they are serving, and time shall be allowed therefor during office hours and no extra compensation shall be paid such officers for such service. (From section 4.)

1. In preparing examinations of a technical or special character, or where the requirements are peculiarly within the knowledge of the department in which appointment is to be made, the chief examiner shall in his discretion consult with the incumbent of such office or with the head of such institution or department or with such other persons as may have knowledge and experience in matters pertaining to the examination and shall use his judgment in selecting questions from the lists submitted by them.

## RULE VIII.

## Local Examiners.

1. The civil service commission shall appoint at least one local examining board for each county.

(As amended June 27, 1907.)

- 2. The local board shall be nonpartisan in character and shall consist of three persons residing in the district.
- 3. The commission shall appoint one member of the local examining board as supervising examiner, whose duty it shall be to be present at the time and place designated by the commission for holding an examination and to take charge of the examination.
- 4. The local examining board may suggest to the chief examiner at Madison suitable accommodations for holding examinations and upon request furnish applicants with application blanks and distribute such printed rules, regulations and information as may be furnished by the commission. All members of the local examining board shall, so far as possible, be present at all examinations and shall assist in enforcing the rules and regulations of the commission governing examinations and take such measures as may be necessary to insure fairness.
- 5. In case of the temporary disability of the supervising examiner, the local board may designate some other member to take charge of the examintion and in an emergency may procure such outside assistance as may be deemed necessary.
- 6. No person shall be admitted to examination who does not present an admission card issued to him by the state civil service commission.
  - 7. The local examiners may receive applications for positions

56

in the labor class and, except when otherwise ordered, shall immediately forward them to the chief examiner at Madison.

8. Local examiners shall not incur expense in connection with examinations beyond necessary stationery, postage and supplies, except at the direction of the commission or of the chief examiner.

## RULE IX.

### Examinations.

a. All examinations for positions in the classified service shall be practical in character and shall relate to those matters which will fairly test the capacity and fitness of the persons examined to discharge the duties of the office or employment sought by them, giving due allowance for experience in the same or similar positions. (From section 10.)

b. Examinations shall be held at such times and places as shall, in the judgment of the commission, most nearly meet the convenience of applicants and the needs of the service. (From section 10.)

c. Examinations shall be held simultaneously at at least one convenient point in each county of the state. (From section 10.)

- d. No question in any form of application or in any examination shall be so framed as to elicit information concerning the political or religious opinions or affiliations of any applicant, nor shall any inquiry be made concerning such opinions or affiliations, and all disclosures thereof shall be discountenanced. No discriminations shall be exercised, threatened or promised, by any person in the civil service against or in favor of any applicant, eligible, or employe in the classified service because of his political or religious opinions or affiliations. (From section 26.)
- 1. The minimum percentage of proficiency for eligibility in any subjects assigned for examinations and the average percentage for proficiency in all subjects, shall be fixed by the commission for each class or grade and shall be published prior to holding examinations.
- 2. Whenever in a general competitive exmination it is, in the judgment of the commission, deemed necessary, a preliminary or supplementary or special examination may be required of eligibles and such examination may be held at the time and place indicated by the commission.
- 3. The commission shall determine and make public relative weights of subjects included in the examination in each separate class of service, and proficiency in any subject shall be credited in grading the standing of the person examined, in proportion to the value of a knowledge of such subject in the branch or part of the service which the applicant seeks to enter.

- 4. In the absence of any regulations to the contrary noncompetitive examinations shall be conducted by the chief examiner or his authorized deputy, and the papers shall be marked by him with the assistance of such persons as he may select.
- 5. The commission may authorize as an element in any examination, an oral examination, particularly where administrative ability, scientific or technical knowledge, or manual skill are required. But all oral examinations shall be under the immediate direction of the chief examiner or his authorized deputy, and a record of such examination shall be preserved.
- 6. Upon the request of any officer or board having the power of appointment to any office or position in the service of the state to which these rules do not apply, the commission will, whenever practicable, hold competitive or noncompetitive examinations for such office or position.

#### RULE X.

## Eligible List.

- a. The term of eligibility of an applicant shall be fixed for each list by the civil service commission at not less than one nor more than three years. (From section 15.)
- 1. The period of eligibility for any eligible list shall be one year from date of promulgation of the list. But the commission may in its discretion extend the period of eligibility for any position or group.
- 2. The names of eligibles shall be entered in the order of their average percentages, on the proper register of eligibles.
- 3. Appointment shall be made from the eligible list most nearly appropriate for the group in which the position to be filled is classified, and a new list shall be created for a stated position or group of positions only when there is no appropriate list existing or when the existing list from which certification is to be made is likely to be exhausted.
- 4. In the preparation of any eligible list when two or more eligibles have like averages their names shall be arranged on such list in the order in which their applications were filed. Names of eligibles with like averages, whose applications were filed on the same day, shall be arranged in alphabetical order, but priority neither in the date of application nor in the alpha-

betical order of the names will give any other advantage in position on the register of eligibles.

- 5. Whenever the commission is notified that proficiency in a special subject is needed in the position to be filled, it may, upon request of the appointing officer, take steps to ascertain the names of all those on the list who possess such qualifications and shall certify them in their order or shall in its discretion conduct a new examination.
- 6. In accordance with the provisions of section 16 of the law, adequate eligible lists shall be made up, and so far as possible at all times kept by the commission, from which appointments shall be made for service in the several state charitable and penal institutions.
- 7. In accordance with the provisions of section 16 of the law, any veteran of the last civil war who has attained the required percentage for eligibility shall be given such preference in registration as the addition of five per cent of his average standing would entitle him to.

### RULE XI.

## Certification and Appointment.

- 1. Upon requisition from an appointing officer to fill a vacancy in the competitive class, the commission shall, in accordance with the provisions of section 16, certify the three names standing highest on the appropriate eligible list, not previously certified three times to the department, office or institution in which the vacancy exists, giving such preference in such certification to veterans of the late civil war, as is provided for in Rule X.
- 2. In case objection is made by the appointing officer to any of the persons certified for reasons stated in section 11 of the law, the commission may investigate the charges and if the objection is sustained substitute other names from the eligible list. In case objection is not sustained, the appointing officer shall select one of the candidates on probation in accordance with the provisions of section 16 of the law.
- 3. In certifying from the eligible list for deputy game warden, oil inspectors and deputy treasury agents, where the service is confined to a locality, the secretary of the commission

shall upon request of the appointing officer, give preference in certification in their order of eligibility to the person or persons residing in the district in which the service is required.

- a. All original appointments to the competitive and noncompetitive classes and the labor class of the classified service shall be for a probationary period of one, two or three months, in the discretion of the appointing officer, but dismissal for cause may be made during such period. (From section 9.)
- 4. In accordance with section 9 of the law the appointing officer shall, when giving notice of appointment, state the length of the probationary period established by him for such appointment.
- b. If at the close of this probationary term the conduct or capacity of the probationer has not been satisfactory to the appointing officer, the probationer shall be notified in writing that he will not receive absolute appointment; otherwise his retention in the service shall be equivalent to his final and absolute appointment. (From section 9.)
- c. In every case after a name has been certified three times, it may be dropped from the list by the commission, but certificates for temporary appointment shall not be counted as one of such certificates. (From section 16.)
- 5. When an eligible certified for appointment shall fail to answer any inquiry of the commission relative to his availability for certification or to accept an offer of appointment by mail within six business days next succeeding the mailing of notice of appointment, or shall fail to accept an appointment within the same or next succeeding business day when notification is sent by telegram, he shall be deemed to have declined the appointment, and if, after having accepted an appointment by mail or telegraph, he fails to present himself for duty within ten days from the date the notice is mailed, he shall, unless the time is extended by the appointing officer, be deemed to have declined the appointment.
- 6. In case an eligible certified for appointment on probation shall decline appointment, his name shall be striken from the list and shall only be restored to said list in the discretion of the commission upon his written request stating his reasons for such declination. If the declination is on account of the locality of the position offered, or on account of salary, the eligible shall not be again certified for the same locality or for the same or less salary.
- 7. Whenever the sex of those whose names are to be certified is fixed by any law, rule or regulation, or is specified in the re-

quest for certification, the names of those of the sex so fixed or specified shall be certified.

8. Any person whose name appears on an appropriate eligible list, who has received an appointment on probation and who, during the probationary period, has been separated from the service without evidence of delinquency, misconduct or inefficiency on his part, but owing to reasons of economy or otherwise, may, in the discretion of the commission, be reinstated on the eligible list.

## RULE XII.

## Temporary and Exceptional Appointments.

a. Positions in the competitive class may be filled without competition only as follows:

Whenever there are urgent reasons for filling a vacancy in any position in the competitive class and the commission is unable to certify to the appointing officer upon requisition by the latter a list of persons eligible for appointment after a competitive examination, the appointing officer may nominate a person to the commission for noncompetitive examination, and if such nominee shall be certified by the said commission as qualified after such noncompetitive examination, he may be appointed provisionally to fill such vacancy only until a selection and appointment can be made after competitive examination, but such provisional appointment shall not continue for a longer period than two months, nor shall successive temporary appointments be made to the same position under this provision. (From section 17.)

- b. In case of an emergency an appointment may be made without regard to the rules of this statute, but in no case to continue longer than ten days, and in no case shall successive emergency appointments be made. (From section 17.)
- c. In case of vacancy in a position in the competitive class where peculiar and exceptional qualifications of a scientific, professional, or educational character are required, and upon satisfactory evidence that for specified reasons competition in such special case is impracticable, and that the position can best be filled by the selection of some designated person of high and recognized attainments in such qualities, the commission may suspend the provisions of the statute requiring competition in such case, but no suspension shall be general in its application to such place, and all such cases of suspension shall be reported in the annual report of the commission with the reasons for the same. (From section 17.)
- d. Where the services to be rendered by an appointee are for a temporary period not to exceed one month, and the need of such service is important and urgent, the appointing officer may select for such temporary service any person on the proper list of those eligible for the permanent appointment without regard to his standing on such list. Successive temporary appointments to the same position shall not be made under this provision. (From section 17.)

The acceptance or refusal by an eligible of a temporary appointment shall not affect his standing on the register for permanent employment, nor shall the period of temporary service be counted as a part of the probationary service in case of subsequent appointment to a permanent position. (From section 17.)

#### RULE XIII.

#### Reinstatements.

a. Any person who has held a position by appointment under the civil service rules and who has been separated from the service without any ielinquency or misconduct on his part but owing to reasons of economy or otherwise, may be reinstated within one year, and in the case of legislative employes within two years, from the date of such separation to the same or similar position in the same department; provided, that for the original entrance to the position proposed to be filled by such reinstatement there is not required in the opinion of the civil service commission examination involving essential tests or qualifications different from or higher than those involved in the examination for the original entrance to the position formerly held by the person proposed to be reinstated. (From section 19.)

#### RULE XIV.

## Transfers.

1. Upon request of the head of the department affected, a person who has received an appointment in accordance with the fivil service law and rules, to a position in the competitive class and who has served the required probationary term, may be ransferred to a position similar in character in the same group and subdivision upon certification by the commission, provided hat no transfer involving a promotion, except for temporary ervice not to exceed six months, shall be authorized by the ommission of any person who has not acquired eligibility for ertification through an open competitive or general promotional ompetitive examination.

#### RULE XV.

## Promotions.

1. A change in the rank or grade shall constitute promotion. A material change in duties and in responsibilities shall be deemed a change in rank, and an increase in salary, beyond the limits ixed for the grade by clause 8 of this rule, shall be deemed a change in grade. But whenever a change in grade occurs without a change in position or in duties, persons so affected may be promoted without further examination, when, in the opinion of the commission, their merit and fitness has been determined by previous examinations and by the records of efficiency of the office or department in which they are employed.

(Adopted July 17, 1907. Approved August 10, 1907.)

- 2. Whenever there is a vacancy in a position in a department above the lowest rank or grade, the commission shall ascertain whether there are at least three persons who have served six months or more in a lower rank or grade, eligible and willing to compete to fill the vacancy; and in case it is found that there are at least three such persons, the vacancy shall be filled from the eligible list resulting from a competitive examination for promotion; in which examination the elements to be considered shall be, 1, the competitive mental examination, and 2, the records of efficiency, character, conduct and seniority.
- 3. Whenever there are less than three persons in the next lower rank or grade, eligible and willing to compete, the commission shall hold an original competitive examination to fill the vacancy or may permit the appointing officer to nominate one of such eligible persons, who may be promoted upon passing the required noncompetitive examination, or may permit a transfer when in accordance with the provisions of Rule XIV. No person shall be deemed eligible for promotion who has served less than six months in a lower rank or grade. No person appointed to a position in the lowest rank or grade from a local competitive list, competition for the state at large being impracticable, shall be deemed eligible for promotion who has served less than one year.

(Amended November 2, 1912. Approved December 10, 1912.)

- 4. If the vacancy is in a position in the higher ranks or grades, the commission may, if it deems that on account of the executive ability required to fill the position, promotion by competitive examination is impracticable, and not for the best interests of the service, hold an original competitive examination without regard to the number of persons in the next lower ran or grade.
- 5. The commission shall in each case determine what person are eligible to compete for promotion from a consideration the duties to be filled and the duties which the persons seeki the promotion perform.
- 6. To provide a basis of rating for previous service there shape be kept in each department or office continuous and permaner records of the efficiency, character and conduct of all perso employed in the classified service. Such records shall be known as efficiency records and the entries made therein shall have recorded to (a) quality of work performed by each officer or entries.

ploye, (b) the quantity of work performed by him, (c) his general conduct, (d) his punctuality and attendance, (e) his executive ability and capacity for initiative where his work is of a character that will permit of definite estimation. The entries upon an efficiency record shall be made by or under the direction of such superior officers as may be designated by the appointing officer and subject to confirmation by the civil service Such entries shall be based upon detailed reports commission. submitted by the administrative officer most closely in touch with the work of the officer or employe to be rated, and shall be made at stated periods and at least quarterly. Where the entries are made quarterly they shall be made on or about the first day of January, April, July and October of each year and shall be a record for the quarter immediately preceding. A transscript or summary of such record shall be furnished to the commission semiannually in a form to be prescribed by the commission, which shall contain the certification of the appointing officer that the entries on such record were made in accordance with the provisions of this rule, and, whenever the commission so requires, like certificate of the full record of each candidate shall be furnished by the appointing officer in advance of a particular examination. Whenever, in the judgment of the chief examiner, more exact information is required for the purpose If such rating than that given in any summary, the original recrd may be consulted in such case. Such records shall be open ither to the chief examiner or to any examiner designated by tim. In case the records of efficiency, character and conduct ave not been regularly and properly kept and filed, the comvission shall refuse to hold promotional examinations until roper records are received, or shall disregard records as an eleent in the examination.

7. Competitive promotional examinations shall be ordered as ten as may be necessary to meet or anticipate the needs of the ten grades and, so far as practicable, shall be held periodilly and may, in the discretion of the commission, be open to persons in the competitive class who have served six months more in a lower rank or grade, who satisfy the preliminary quirements for original entrance to the positions to be filled promotion, and may further, in the discretion of the commission, be open to all persons in the noncompetitive and labor lasses of the service who have been in the service of the state

three years or more and who satisfy the preliminary requirements for original entrance to the positions to be filled by promotion. But when a suitable eligible list resulting from a general promotional examination has been prepared, all persons in the service who have failed to take the examination, or who have failed in the examination, shall be rendered ineligible for promotion during the ensuing year, or until it has become necessary to prepare a new promotional eligible list. Whenever a vacancy occurs in a position for which a general promotional examination has been held, the names of persons in the department in which the vacancy exists shall be certified in the order of their rank on the resulting eligible list.

- 8. The grades for all departments shall be the following:
  - Grade 1. All positions, the compensation of which is at the rate of not more than four hundred dollars per annum.
  - Grade 2. All positions, the compensation of which is at the rate of more than four hundred dollars and not more than seven hundred dollars per annum.
  - Grade 3. All positions, the compensation of which is at the rate of more than seven hundred dollars and not more than one thousand dollars per annum.
  - Grade 4. All positions, the compensation of which is at the rate of more than one thousand dollars and not more than fifteen hundred dollars per annum.
  - Grade 5. All positions, the compensation of which is at the rate of more than fifteen hundred dollars and not more than two thousand dollars per annum.
  - Grade 6. All positions, the compensation of which is at the rate of more than two thousand dollars and not more than twenty-five hundred dollars per annum.
  - Grade 7. All positions, the compensation of which is at the rate of more than twenty-five hundred dollars per annum.
- 9. For the purposes of this section, full maintenance in state institutions shall be valued at \$150.00 per annum.

#### RULE XVI.

#### Reductions.

1. Whenever an employe is reduced in pay or position the appointing officer shall file with the commission a statement in writing of the causes for such reduction.

#### RULE XVII.

#### Labor Class.

## Registration Officers.

- a. The labor class shall include ordinary unskilled laborers. (From section 21.)
- b. There may be separate lists of applicants for different kinds of abor or employments and the commission may establish separate labor lists for various localities, institutions and departments. (From section 21.)
- 1. The commission may appoint in any county or district in which is located a state charitable or penal institution or state educational institution, a local registration officer for registrations in the labor class, and in case such registration officer is not in the employ of the state, may fix his compensation.
- 2. The local registration officer shall, subject to the regulations of the commission, keep a register of all accepted appliants in the labor class and shall keep the commission informed of all names recommended to appointing officers, all changes in the local register, including all appointments from the register, all additions to the register, and all delinquencies of applicants, and shall be guided by such instructions as the commission may from time to time furnish him.

#### Examinations.

- c. The commission shall require an applicant for registration for the abor service before he can be registered to furnish such evidence or to bass such examination as they may deem proper with respect to his age, esidence, physical condition, ability to labor, sobriety, industry, capaity and experience in the employment for which he applies. (From ection 21.)
- 3. Veterans of the late civil war shall be required to pass the me examination as may be required for other candidates for sitions in the labor class.

4. The commission may require a medical examination whenever in its judgment such examination is deemed necessary, and may require that the expense of such examination shall be borne by the applicant.

## Registration of Eligibles.

- 5. The names of all accepted applicants shall remain on the register for one year except as follows:
- a. When an application, together with a report of former employers, shows an applicant unfit or unworthy to serve the state, the commission shall immediately notify the local registration officer who shall strike the applicant's name from the register.
- b. Any applicant who fails to keep the local registration officer and the commission informed of his post-office address or who fails to reply promptly to notices of appointment, or who fails to give satisfactory reasons for refusing to accept service, or who is found to have intentionally made false and misleading statements in an application, shall have his name stricken from the register.
- 6. Whenever an applicant for registration in the labor classial have been rejected, notice of such rejection shall be maile—to him.
- d. Where the labor service of any institution or department extento separate localities the commission may provide separate registation lists for each district or locality. (From section 21.)
- 7. Preference in registration shall be given to applications and tests whose qualifications, determined by their applications and tests monials and such other examination as may be required, most nearly approach the standards set by the commission as to see, citizenship, physical condition, character and habits, and previous experience and efficiency.
- 8. In accordance with the standard established by the commission all applicants for positions in the labor class shall be graded as follows:

Grade 1 shall include all applicants whose qualifications, are marked by the commission as "good," which term shall signify a reasonable conformity established by the commission as provided for in section 7 of this rule.

Grade 2 shall include all other accepted applicants.

9. It being the avowed policy of the state that preference in

appointment shall be given to applicants whose qualifications pest fit them for the service required, preference shall be given to applicants registered in grade 1, and no recommendations for appointment shall be made from grade 2, except where there are less than three eligible applicants registered in grade 1, whose qualifications fit them for the service required.

10. No person who has been discharged for misconduct shall be again eligible for registration for at least one year after the time that he is discharged.

#### Certification and Appointment.

- e. Vacancies in the labor class shall be filled by appointment from lists of applicants registered in their respective localities by the civil service commission according to rules and regulations determined by said commission except in cases of temporary employment. (From section 21.)
- 11. Whenever an appointing officer shall request the certification from the commission or from the local registration officer f names of persons for appointment to any position in the labor lass, the secretary of the commission or the local registration officer, as the case may be, shall certify to the appointing officer for appointment the names of three persons standing highst on the eligible list, if there be so many registered in the rade or class entitled to preference.

(As amended June 27, 1907.)

- 12. If the appointing officer shall notify the commission of the tore than one vacancy at any time, the secretary or registration ficer shall certify to the appointing officer the names of as any persons as there are vacancies to be filled, with the addition of two names.
- 13. Whenever the sex of those whose names are to be certified fixed by any law, rule or regulation of the commission, or is cified in the request for certification, the names of those of sex so fixed or specified shall be certified, but in other cases tification shall be made without regard to sex.
- 14. In cases of emergency, appointments to permanent posiin the labor class may be made without regard to the list, to no emergency appointment shall continue more than ten is.
- 15. In filling permanent positions in the labor class, appointofficers may, when a local registration list has been ex-

68

hausted, or when, because of the peculiar nature of the duties of the position to be filled, it is found inexpedient or impracticable to make a selection from the local list, make requisition upon the commission for a list of candidates registered for service in the state at large.

- 16. Where the service to be rendered by an appointee in the labor class is for a temporary period not to exceed one month, and the need of such service is immediate and urgent, the appointing officer may select for such temporary service any person whose name appears on the register. But when the local registration list is exhausted, the appointing officer may make his selection without reference to the rules and regulations of the commission.
- 17. Except in cases of temporary employment, all labor positions in the department of the superintendent of public property shall be filled from a list of persons registered from the state at large.

(Adopted December 12, 1908.)

## RULE XVIII.

#### Recommendations.

- a. No recommendation for any person who shall apply for office or place, or for examination or registration under the provisions of this act, or of the rules established pursuant thereto, except as to character, and, in the case of former employers, as to ability, shall be given to, or considered by any person concerned in making any examination, registration, appointment, promotion, or reinstatement under this act, and the rules made pursuant thereto. No recommendation whatsoever shall relate to the political or religious opinions of any applicant. (From section 25.)
- b. No recommendation for the promotion of any person in the classified service shall be considered by any officer concerned in making promotions, except it be made by the officer or officers under whose supervision or control such employe is serving. (From section 25.)
- c. Any recommendations made contrary to the provisions of this section, with the knowledge and consent of the applicant or employe, shall be sufficient cause for refusing his application or appointment, or for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service. (From section 25.)
- d. All recommendations of applicants for office received by the said commission, or by any appointing officer, shall be kept and preserved by the commission, and all such records, recommendations of former employers excepted, and all written causes of removal and answers thereto filed with it, shall, subject to reasonable regulations, be open to public inspection. (From section 7.)

#### RULE XIX.

#### Roster.

1. In accordance with the provisions of section 24 of the law and subject to the regulations of the commission, the secretary or president of the commission shall compare each pay roll, estimate or account for services, with the official roster and shall attach thereto or place thereon a certificate in form prescribed by the commission.

#### RULE XX.

## Regulations.

1. The commission shall prescribe and enforce suitable regulations for carrying into effect the provisions of these rules and those of the civil service law not inconsistent therewith and shall prescribe blank forms for all applications, certificates, reports, records and returns required under these rules and the regulations made in pursuance thereof.

The foregoing rules, amended by the State Civil Service Commission, are hereby transitted to the Governor for his approval.

OTTO GAFFRON,

C. E. BUELL,

T. J. CUNNINGHAM,

State Civil Service Commissioners.

Dated August 6, 1910.

The foregoing rules, as amended by the State Civil Service Commission, are hereby approved.

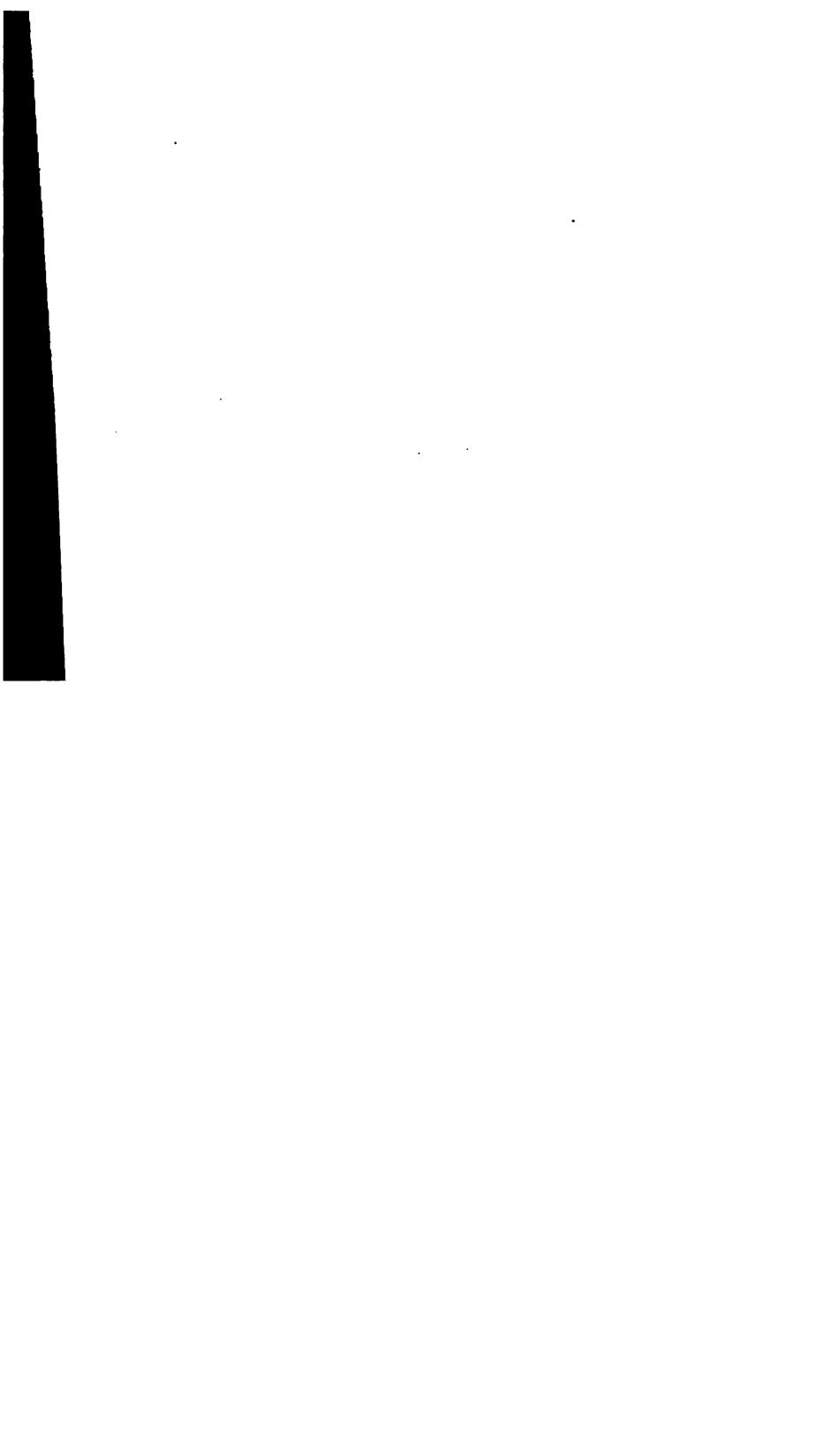
JAMES O. DAVIDSON,

Governor.

State of Wisconsin,

Executive Chamber.

Dated August 19, 1910.



· INDEX. 71

# INDEX.

APPLICANTS—rules governing	53-54
APPLICATIONS—rules governingtotal number since 1905	54 9
APPOINTMENTS—number during biennial periodstatistics	26-29
APPROPRIATION— Wisconsin appropriation compared with those of other states	15–16
CERTIFICATION AND APPOINTMENTS—labor class—rules rules governing	67 58-59
CERTIFICATIONS OF ROSTER	69
CHANGES IN CLASSIFIED SERVICE—all officers	26-29
CIVIL SERVICE RULES	42-69
CLASSIFICATION -of all positions	48-50 64 17-19
COMMISSION—changes in personnel duties and meetings expenditures new features of the work recognition by outside parties	
COMPETITIVE CLASS—classification of all competitive positions	31 45
DEDUCTION IN PAY OR POSITION—rules governing	65
DIRECTORY—of local examiners	5-6
EDUCATIONAL WORK—plans	22-25
EFFICIENCY— records and basis for rating in promotions	62-63 22

ELIGIBLE LISTS—rules governing	66
EXAMINATIONS—discussion of methods.  for labor class  new examinations given  noncompetitive  rules governing  selective, shown by chart  specimen questions  total number taking examination since 1905	9-11 65-66 12 50 56-57 10 12 9
EXAMINERS—directory of local examinersrules governing	5-6 5 <b>4</b> -56
EXEMPT CLASS—rules	43-45
EXPENDITURES—of civil service commission	36-41
GRADES FOR PROMOTION	64
LABOR CLASS—in penal and charitable institutions rules governing registration	
LOCAL EXAMINERS—directory	
MAINTENANCE IN INSTITUTIONS—cash salary value	64
MEETINGS OF COMMISSION	5
MERIT SYSTEM—popular	25
NONCOMPETITIVE CLASS—in penal and charitable institutions rules	50
PROBATIONARY PERIOD	20
RECOMMENDATIONS OF APPLICANTS—rules governing	68
RECOMMENDATIONS OF THE COMMISSION	15–25
REGULATIONS—rules governing	69
REINSTATMENTS—rules governing	61 26–29
REPORT OF COMMISSION	7–25
ROSTER—certifications	69
SALARY—grades for promotion recommendations	64 19–20
SECRETARY AND CHIEF EXAMINER—changes in office	8
SICK I FAME - recommendations	21

INDEX.	73
STATISTICS IN CLASSIFIED SERVICE	26–29
TEMPORARY AND EXCEPTIONAL APPOINTMENTS—rules governing	60
TENURE OF OFFICE— comparing conditions before and after civil service	14

statistics ...... 26-29

13

61

30

21

significance ......

statistics of requests .....

TRANSFERS—rules governing .....

VACATIONS—recommended schedule .....

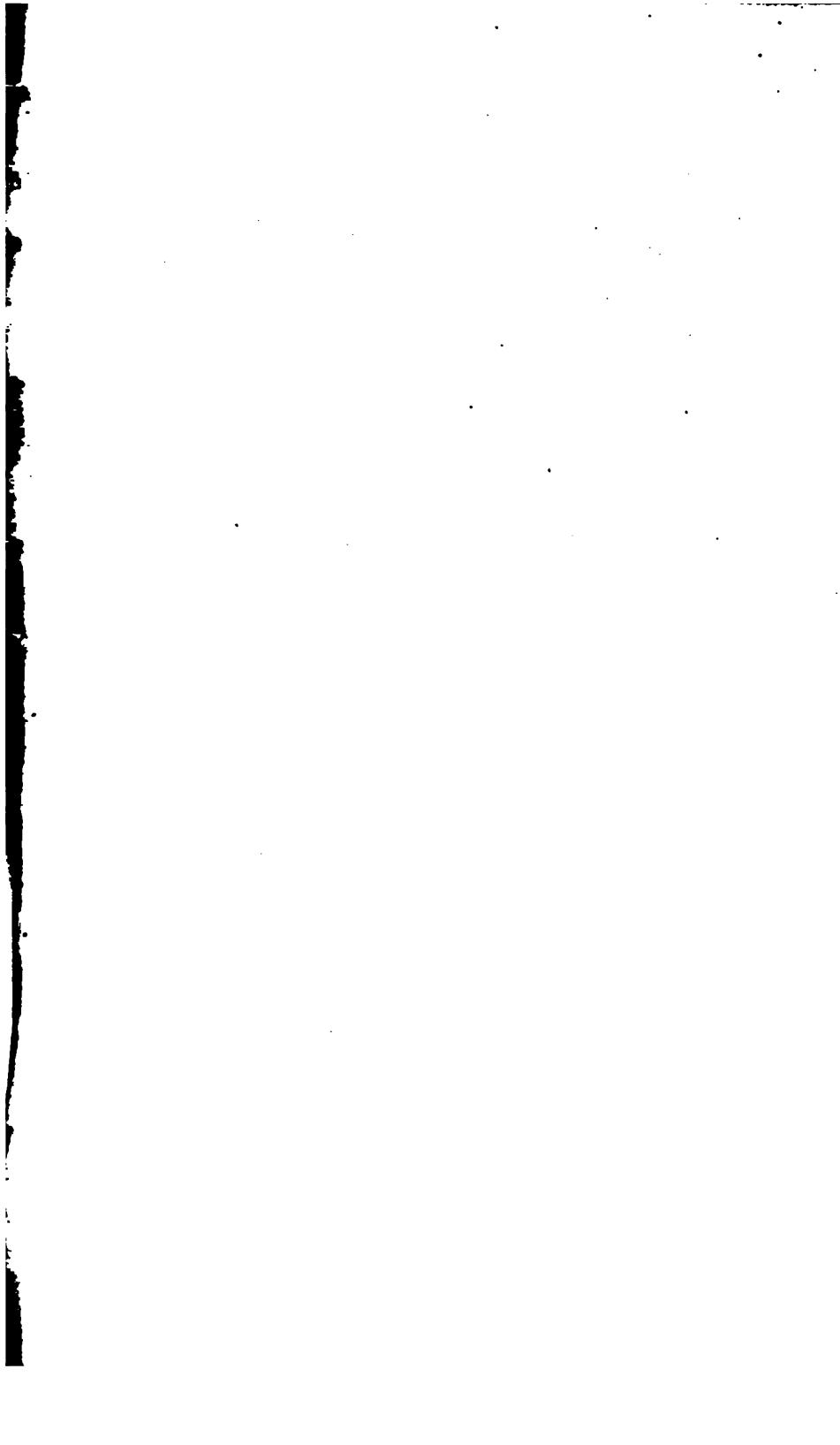


	,			
		•		
		· .		
		·		
•				
	•			
•				
		•		
			•	











			••
		<b>,</b>	
• ·			•
	•		
			·

# THE NEW YORK PUBLIC LIBRARY REFERENCE DEPARTMENT

This book is under no circumstances to be taken from the Building

